September 1970

The Labour Gazette

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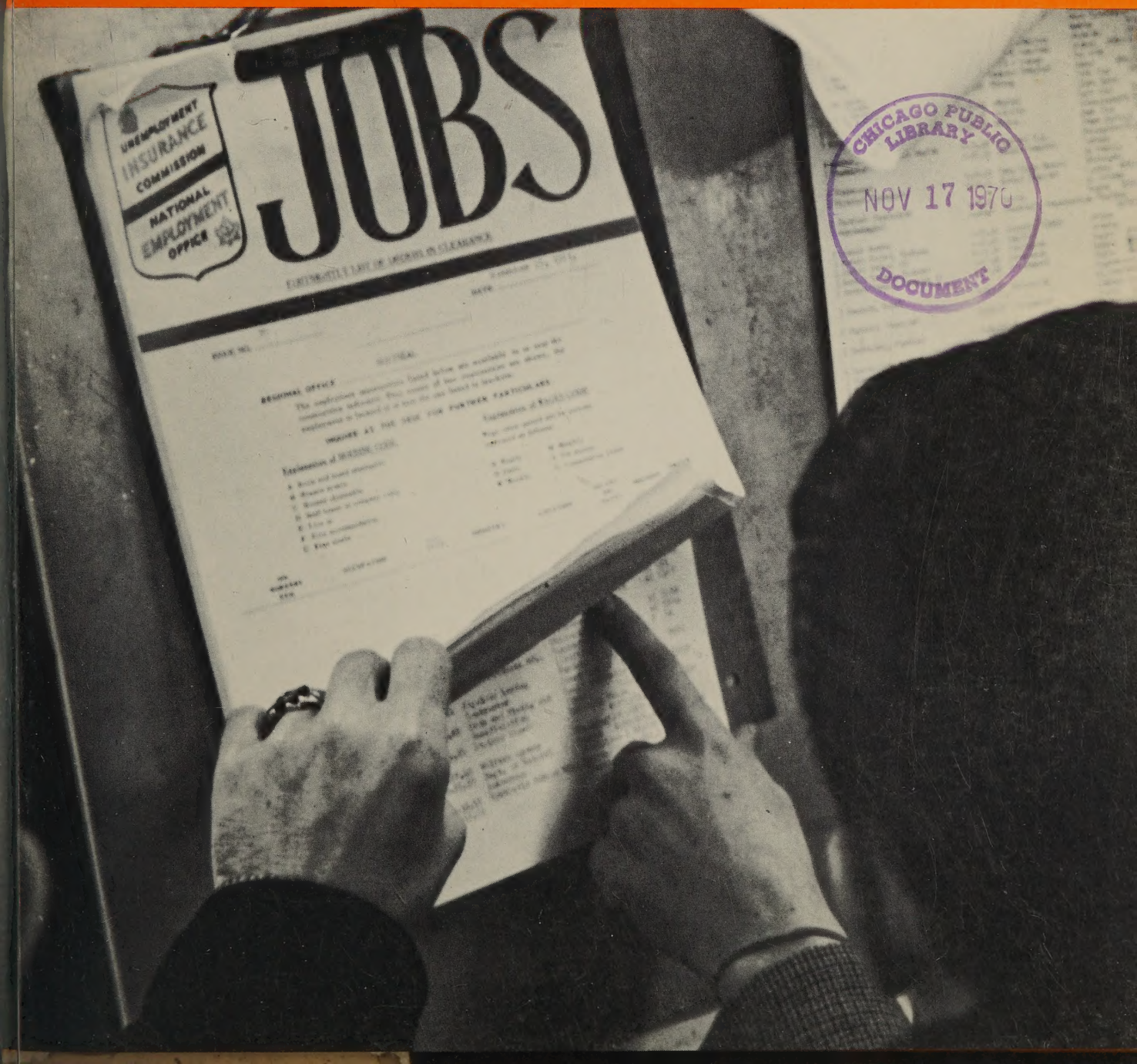

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Canada is in an inflationary environment, but there is not much we can do about the ultimate inflationary influences, as our affairs are too closely tied with the economy of the United States. The federal Government, however, is trying to reduce and even to erase inflation by the real device of reducing effective demand and accepting higher unemployment, and by the unreal device of invoking a voluntary and self-imposed prices and incomes policy. See "Exorcising Inflation and Unemployment," by Prof. J. C. Weldon, p. 630.

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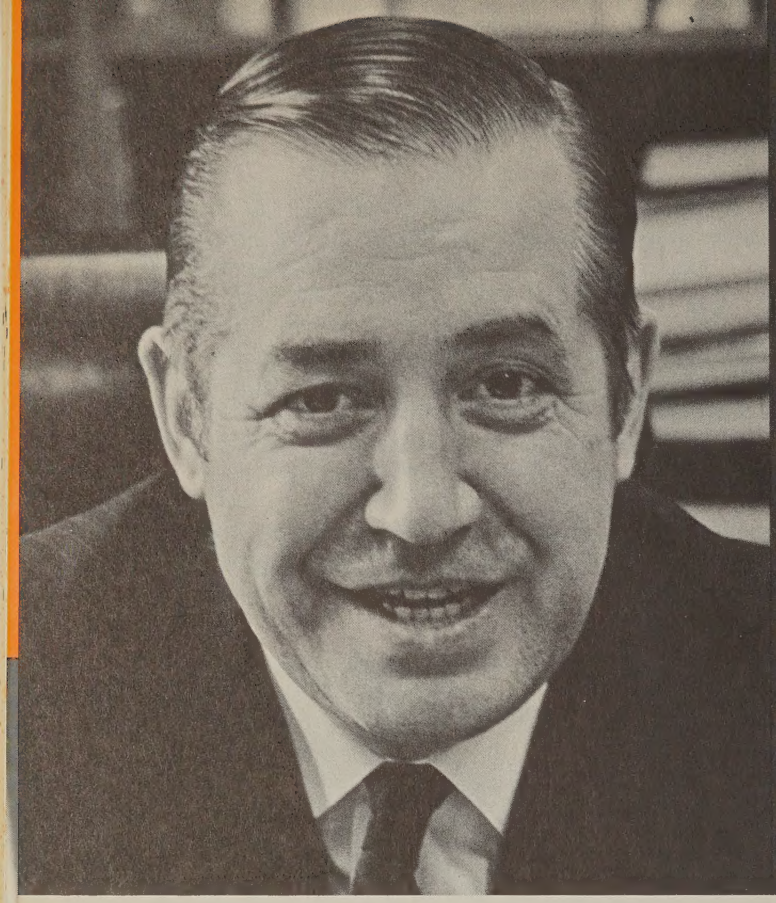


Labour Day messages

Hon. Bryce Mackasey
Minister
Canada Department of Labour

Personal involvement, whether in joining an anti-pollution league or campaigning for equal rights, is undoubtedly one of the phenomena of our new decade. In most instances, it reflects the democratic nature of our society—private individuals exercising their rights of free speech and free association.

Such involvement is, indeed, a vital factor, for only by interpersonal participation and communication can we exert fairly an influence on those who must make decisions. But it is when that involvement with those who make decisions in government becomes a partnership that the most representative—and hence the most meaningful—association is formed.

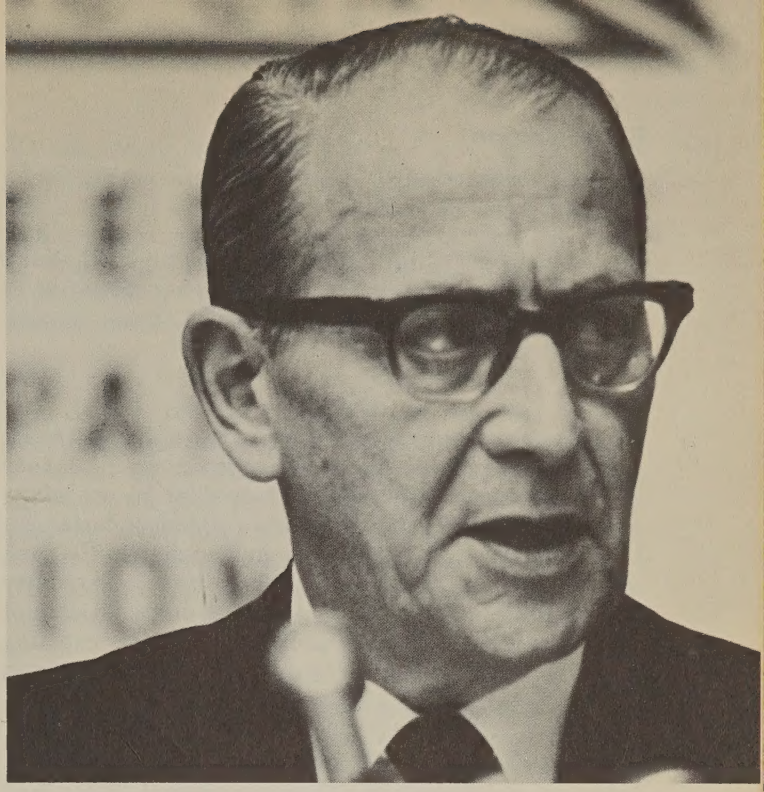
This is nowhere truer than in our industrial relationships, in which the tri-partnership of labour, management and government is so increasingly important for society as a whole. The influence of their association is felt in every sector of our economy, and by us all individually; the onus of responsibility on this partnership is for the recognition and fair representation of all Canadians, not solely the betterment of those with direct affiliation.

Only through co-operation among labour, managemer and government can we develop a strong and stabl economy, and achieve the best for Canada's workir people. All of these institutions, by looking positive for points of agreement and common goals, can mo readily develop the kind of society we all want.

The Seventies will surely be remembered for person participation by the people; hopefully it will also b remembered for the growth of collective responsibilit toward society.

On this first Labour Day of the new decade, may I exter sincere wishes to all members of this equal partnershi and to all who will reap the benefits of their mutu co-operation.

Donald MacDonald
President
Canadian Labour Congress



The Canadian labour movement has been going through one of the most difficult periods in its history and, unfortunately, there appears little hope for immediate relief. We have been witnessing an effort to place on the shoulders of wage and salary earners almost the entire blame for inflationary pressures and high prices, of which they have actually been the victims, rather than the perpetrators. At the same time, as never before, the federal Government has ardently pursued policies of extraordinary callousness, creating unemployment and leaving the most helpless the victims of economic conditions.

Despite the most ardent pleas made by our organization and others, the Government has failed to provide any degree of relief for the pensioners who, more than any other sector of society, have been the victims of high prices. The automatic adjustment in pensions has gone less than half way toward meeting the increases in living costs that pensioners have been experiencing. The injustice of the treatment accorded our senior citizens has been accentuated by the fact that Members of Parliament found time at the last session to provide themselves with one of the most generous pension plans in all Canada.

Unemployment has been soaring to new heights. Families have seen their normal income cut off, students have been deprived of the chance to earn money to finance their education; and, as always, it is the weaker members of the work force who have suffered most. At a time when there has been a crying need for action to curb unemployment and provide jobs, the Government has stubbornly insisted on pursuing its program to combat inflation at the sacrifice of all else.

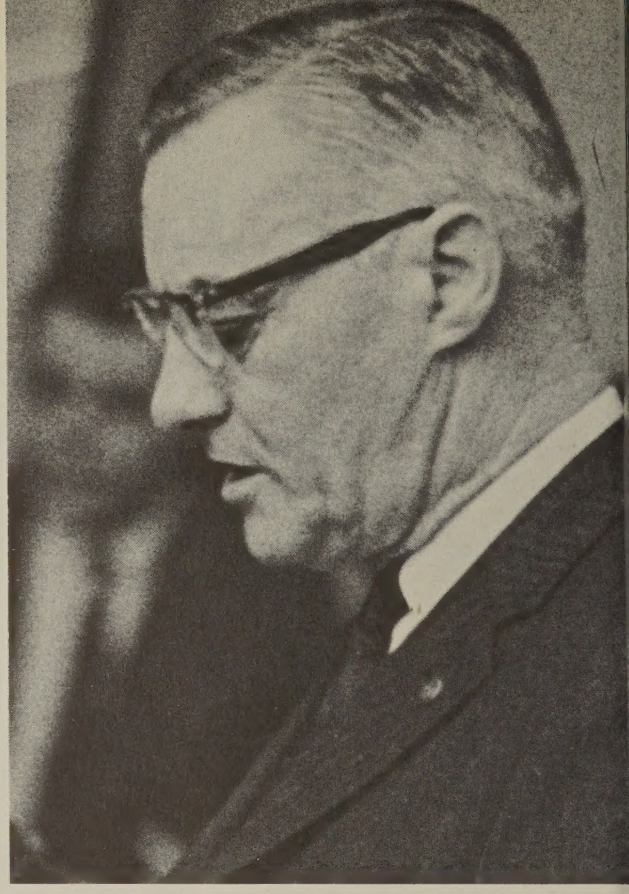
The frequent suggestion that Canadian wage and salary earners are enjoying large incomes is completely false. The average industrial worker is now earning only about $6,000 a year. To arbitrarily attempt to impose a flat 6 per cent ceiling on wage and salary increases is both unjust and unworkable. Obviously 6 per cent means varying amounts for varying income levels; and those who need the most get the least. The application of this policy would simply mean a widening of the already serious gap between high- and low-income groups and would multiply the disparities that already exist. At the same time others, apart from wage and salary earners, are being left free to reap what profits they can from the prevailing economic situation. Consumers continue to pay high prices while efforts are made to unjustifiably limit their incomes.

The Canadian Labour Congress has consistently agreed to meet and engage in discussions with representatives of the Government and the Prices and Incomes Commission. That is still our position, and we stand prepared to participate fully in any reasonable and equitable program to combat inflation. The role that the Canadian Labour Congress has been forced to take in the present economic situation demonstrates the continuing importance of strong organizations to represent the interests of working people. Without such representation they would be helpless.

At the same time, it should not be assumed that the interests of organized labour are confined entirely to economic matters. The Canadian Labour Congress, at its biennial convention, held in Edmonton last May, charted a course for the Canadian labour movement that, we are confident, will enable us to make an increasingly important contribution to many aspects of Canadian life.

Despite the tremendous advances that have been made in many fields, life has become increasingly complex and disparities have grown. It is an ironic fact that in spite of technical achievement and affluence for some, pollution and poverty have become our most serious problems. The opportunity to provide a better life for all Canadians, and to contribute to the betterment of all mankind, was never greater than it is today; but we can only accomplish this by working together to establish an equitable and fair distribution of the benefits that are within our reach.

Charles Smith
Chairman
Canadian Railway Labour Association



As we again recognize Labour Day, the official holiday dedicated to all working people, it is my pleasure to extend greetings from the Canadian Railway Labour Association.

One cannot help being concerned by the obvious deterioration in the relationships between management, labour and government. It is difficult indeed to be optimistic when conflicting opinions generate a climate of bitterness between leaders, and frustration and anxiety in the rank and file union membership. The majority of our railway unions are rapidly approaching the termination date of their contracts, and what could be the most exacting and complex period of negotiations ever to confront them.

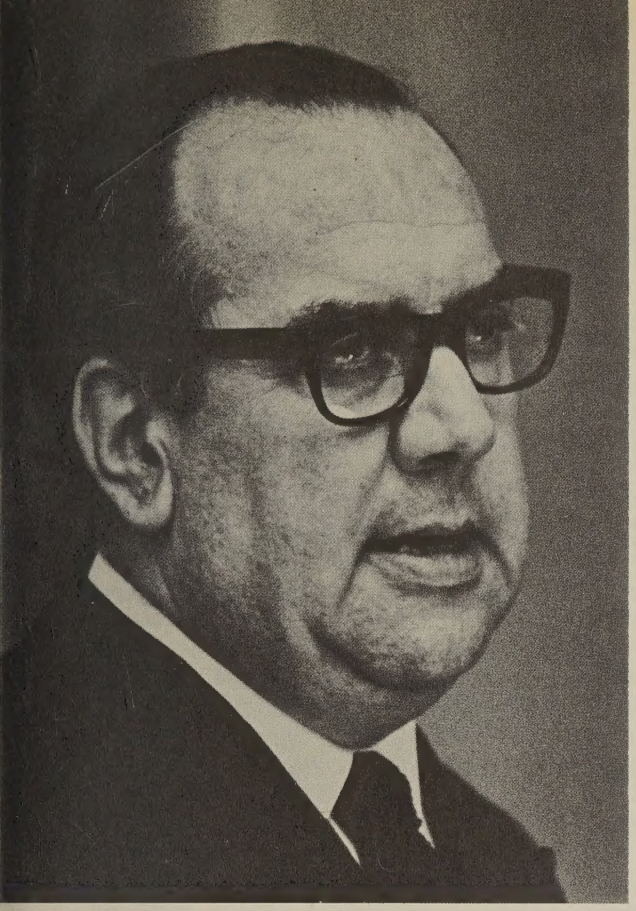
Never in the history of our unions has it been more essential that action be co-ordinated; solidarity is vital if our efforts to obtain a justifiable settlement of contract issues is to prevail against those who would divide and conquer. **The attempt to make labour the scapegoat for inflation has been vigorously rejected; we shall never agree that any government should be allowed to usurp the right of free collective bargaining by restraining wages while permitting other income and unearned income to run free.**

A policy that has for its objective the deliberate creation of unemployment as a means to fight inflation is despicable in a country such as ours. As one travelled the highways this summer, it was discouraging to note the hundreds of young people hitch-hiking across the country looking for work—no place to sleep when they reached the cities, and no hostels provided as in other countries. These are the youth of our country who should be actively employed producing the schools, hospitals and homes so urgently needed.

How can one subscribe to such a negative policy—one which says it is better to keep them trudging the highways, out of work, in order to fight inflation—and at the same time take note of the excessive profits of our banks and other financial institutions? The youth of today will not long tolerate such conditions; they hav the right to education, and the right to an opportuni to enter the productive labour field when they reac maturity so that they can attain the dignity of self-su port.

Surely the Government should strive for this objecti rather than castigating labour for refusing to give u the right of free collective bargaining. **Unemployme is the major problem today, particularly the lack of jo opportunities for the youth of our nation.**

On this Labour Day, may I suggest that managemer labour and government accept their responsibility youth by embarking on a realistic program to provi full employment opportunities for those students no entering the labour field.



Marcel Pepin
President
Confederation of National Trade Unions.

They say that you can get used to anything; but in my case, there are certain things that still astonish me—for example, when I read in the newspaper that we cannot assist the poor at this time because we would run the risk of stepping up inflation.

If an organization like the Montreal Board of Trade has the audacity to make such a statement before the Finance Committee of the House of Commons, then the time to stop frightening the public over inflation is already past. The situation has reached the point where anything at all is being excused under the pretext that we are fighting inflation.

By this means, we justify a 20 per cent rate of unemployment in certain poor areas of Québec and the Maritimes, as well as 6 per cent guidelines for wage increases; and before long—as the statement of the Montreal Board of Trade implies—workers who do not have even the means to feed, house and clothe themselves will be asked to make even greater sacrifices.

You cannot convince workers doing their weekly food shopping—and who do not even earn enough to warrant a bank account—that they are the ones who are driving up prices for they are the wage earners who make up the majority of the population. Statistics put before the Senate's Standing Committee on Finance show that 56 per cent of Canadian taxpayers earned less than $5,000 in 1967.

The only effective means of combatting inflation is to take steps at the level of those who set prices. As long as the Government refuses to freeze prices, and continues to weary the public with its theories about inflation—which no working person believes—prices will continue to rise.

No wage earner takes seriously the steps the Government claims to have been taking over the past year to check inflation. On the contrary, he believes that the powerful machinery set in motion by the Government last year, the Prices and Incomes Commission, far from halting rising prices, will simply slow down wage increases.

We all realize that today the law of supply and demand has hardly any effect on the level of prices, that the latter are in fact set by the large corporations, which can, to a great extent, control the levels of both production and consumption. The proof of this lies in the presence, in stores in cities everywhere, of the "suggested retail price" tag that the manufacturer places on many commonly used products.

These large companies, which set production, consumption and price levels to suit themselves, would like to be able to do the same for wages, and thus ensure themselves of complete control; the unions, however, prevent them from exercising the control over wages

that they wield over production, consumption and prices. It is for this reason that large companies in Canada and the United States lobby the Government to set wage-increase guidelines that unions must not exceed during contract negotiations.

Because the Government must find some excuse for setting wage increase guidelines in order to have some chance of getting them accepted, it seizes upon the phenomenon of inflation to justify its actions. This sums up the whole story of the Prices and Incomes Commission which, following a clever publicity campaign on inflation, ventured to propose a 6 per cent guideline for wage increases this year (a bit less for next year)–a guideline endorsed by the federal Government at the Finance Ministers' conference on June 5 and 6.

In plain language, what this means is that the big companies that control production, consumption and prices have determined that wage increases shall not go beyond 6 per cent. Inflation has nothing to do with this decision. At the time it was made, the newspapers were telling us that, according to the Dominion Bureau of Statistics, **Canadian exports rose 16 per cent in the first half of 1970 while imports increased by only 1.8 per cent—making a trade surplus of $1,246,100,000. If our exports ar doing this well, inflation cannot be as dangerous as is made out to be, because foreign countries would n be buying Canadian goods if our prices were too high.**

As it is the function of the Government to look aft the well-being of the nation, it is high time the Pric and Incomes Commission were transformed by th Government into a "full-employment commission," a the CNTU itself suggested in March.

I hope that, in the months ahead, the Government wi recognize the right of all citizens to work, and will ceas to accept unemployment as a necessary evil in ou society. If this does happen, large segments of the popu lation that have lost all confidence in the very institutio of government will take fresh heart and look forwar to living like human beings. If it does not happen, thos who are so shocked by the frequent expression of di content will find that there are surprises yet to come.

News briefs

A profile of Canada's manpower requirements in 1975 has been produced by the Program Development Service of the Department of Manpower and Immigration as one of a series of studies to aid in the planning of manpower policies and programs. The study makes projections for 1975 of manpower requirements by occupation for the whole of Canada and for each of the five economic regions. It estimates the quantity of additional manpower that will be needed to meet the projected demand in 1975.

The main results of the study indicate an increase i employment in the service industry and a decline i employment in primary industry in all regions. Emplo ment in mining, and in forestry in some regions, ma increase because of new developments and discoverie The need for additional manpower will be greate among craftsmen and related workers, and in profe sional and technical occupations, followed by servic recreation and clerical manpower. The 315-page publ cation, available in English and French, may be ob tained through the Queen's Printer.

■ **Grants totalling $36,500 for 14 research projects were announced by the Canada Department of Labour for 1970-71.** Projects to be supported are determined by a joint committee of labour department officials and representatives from universities and other Government departments. The grants were awarded to: Gilles Blais, University of Sherbrooke, $2,500, to study collective negotiations by teachers; Brian M. Downie, Queen's University, $3,000, for a study of wage determination in the Ontario secondary school system; Innis M. Christie, Queen's, $3,500, for a comparative study of Canadian and American federal systems in relation to industrial conflict; Pradeep Kumar, Queen's, $2,000, to study manpower shifts and their effects on the wage structure in Canada, 1946-1968; Shoukry D. Saleh, University of Waterloo, $3,000, to develop a job attitude scale; Donald D. Carter, Queen's, $3,000, for a legal study of unfair labour practices; P. A. Della Valle and R. Greene, University of Windsor, $2,500, for a study of regional factors in wage determination; Edwin Belyea, University of British Columbia, $2,000, to study the "need-satisfaction" of workers on and off the job; Robert J. Carew, Queen's, $1,000, to study the tripartite arbitration board in Ontario; Terry R. Colli, UBC, $1,000, for a study of the industrial wage structure in British Columbia, 1949-1966; Alan G. Worthington, Trent University, $2,500, to study scaling employee-management attitudes; L. M. Tremblay, C. D'Aoust and L. Roback, University of Montreal, $5,000, to analyze union development in Québec since 1939; S. Goldenberg, McGill University, $3,500, for a study on collective bargaining in Québec's public sector; and Victor V. Murray, York University, $2,000, for an examination of grievance procedures in Great Britain.

■ **Goods and services produced by union members in Canada will be shown in the first Canadian Union Industries Show to be held at Kitchener, Ont., October 3-7.** "All too often, public attention centres on the differences between labour and management," CLC President Donald MacDonald said, in announcing the exhibition. "As a result, there is a failure to recognize the tremendous accomplishments that come only as a result of labour and management working together—as they do in thousands of factories, stores, offices and other places of employment across Canada every day of the week.

"The exhibition will provide an opportunity for companies that qualify as fair employers to display their goods and, at the same time, it will be a demonstration of the successful achievements of Canadians. There is sometimes a tendency to downgrade that which is Canadian. This exhibition is going to prove that such an attitude is unjustified." The exhibition is being sponsored by the Canadian Labour Congress, and both companies and unions from all parts of the country are being invited to participate. It is expected that the displays will provide a representative cross-section of Canadian-made goods and services. Site of the exhibition will be the Kitchener Memorial Auditorium, and admission will be free.

■ **A new commuting allowance for eligible trainees in the Canada Manpower Training Program has been announced.** It will make the program more flexible and adaptable to the needs of Canadian workers. The Department already provides a supplementary allowance for adults who must take up temporary residence in another community in order to take their training. There are many instances, however, where adult trainees could, and would prefer to, commute if they could be reimbursed for the cost of daily travel.

The new commuting allowance will assist in defraying the cost of daily transportation from the trainee's home to his school when such costs are more than 70 cents a day. The maximum of the allowance will be $23 a week, which is equivalent to the present living-away-from-home allowance. This new measure, effective July 1, 1970, is expected to remove an important barrier to training for many adult workers who cannot leave their families to take such training. It will also help to ensure that available training is fully utilized.

■ **A labour-management conference is being held on October 19 at Dalhousie University, Halifax, N.S.,** to discuss labour-management communications. The conference is sponsored by the Canada Department of Labour, the Nova Scotia Joint Labour-Management Study Committee and the Nova Scotia Department of Labour. Keynote speaker is Prof. Roy Brookbank, former Chairman of Dalhousie's Department of Commerce. Registration fee for the one-day conference is $3.

Dalton Bales

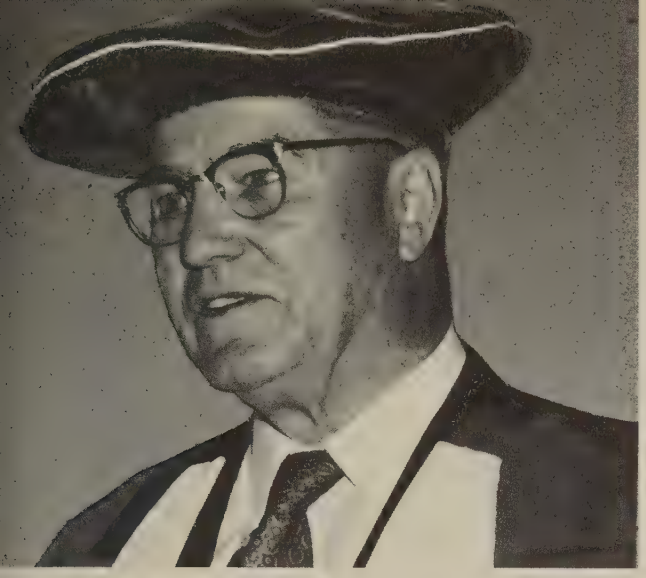
■ **A series of amendments to the Ontario Labour Relations Act designed to achieve a balance between labour and management, and a plan to permit employer associations to be accredited as bargaining agents in the construction industry were introduced in the Ontario Legislature by Labour Minister Dalton Bales in June.** The new Bill guarantees strikers their jobs for six months, with the right to return to work only if the job is still in existence and work is available; it also makes unions and companies liable to pay damages for illegal strikes and lockouts; it permits construction companies to form their own "unions" to bargain with powerful building trade unions, and it provides a "bill of rights" for union members. The legislation allows the Ontario Labour Relations Board to order workers back to work in an illegal strike in the construction industry, and it provides for the setting up of an industrial inquiry commission to study wage disputes.

The amendments exempt workers from paying union dues on religious grounds, provided that they make an equivalent payment to an approved charity; and make it easier for a union to gain certification election but also permit workers to vote for "no union" and give union organizers the right to go on company property to organize workers. It now becomes an unfair labour practice for a contractor to break his association's lockout and sign a union contract. Another amendment is designed to protect the whole construction industry from getting tied up because of a dispute that involves only part of it. In addition, striking employees would be forbidden to work for other firms not involved in the strike. Fines for violation of labour laws are increased from $100 to $1,000 for an individual and from $1,000 to $10,000 for a company. To promote more efficient operating methods, other provisions of the bill call for the recognition of "mixed crews" instead of adhering to strict craft lines on construction jobs. It now designates one employer to get around the maze of ownership in the construction field, which in the past has foiled union efforts to organize a group of workers because of their difficulty in identifying their employers.

The Bill provides for the establishment of a new arbitration process to determine damages resulting from illegal strikes and lockout where there is no collective agreement in existence, and it empowers the Labour Minister to order special inquiries into strikes that are lengthy and harmful to the public interest. Other amendments provide that a certification vote can be conducted if 35 per cent, instead of the present 45 per cent, of workers ask for one. The requirements for certification without a formal vote are changed from 55 per cent approval of the employees to 65 per cent, and no worker can lose his job as a result of being thrown out of the union over "legitimate form of dissent."

■ **Ontario has increased its minimum wage rates.** The general rate will be increased from the present $1.30 an hour to $1.50, effective October 1, and to $1.65 on April 1, 1971. The construction industry rate, currently at $1.55, will be increased to $1.75 and to $1.90 on the same dates.

■ **The United Auto Workers is moving its Canadian regional headquarters from Windsor to Toronto after more than 30 years in Windsor.** The largest concentration of the UAW's 125,000 Canadian members is within a short radius of Toronto. When the move is made at the end of September, the office will have a staff of about 35, including the national staff from Windsor and the staff members now in the Toronto organizing office and the Toronto district office. A district office will be maintained in Windsor to serve the 20,000 UAW members in that area. Canadian Regional Director Dennis McDermott said that the move will lessen the dependence by the Canadian district on the UAW headquarters in Detroit.



C. H. Millard

C. H. "Charlie" Millard was awarded a doctorate by Waterloo Lutheran University at the university's convocation, May 24. Mr. Millard was the first Canadian Director of the United Steelworkers of America, and probably accomplished as much as any other labour leader to establish a clear Canadian identity in the organized labour movement.

One of the key figures in the struggle to establish the CIO in this country, he was the first president of UAW Local 222 in Oshawa before taking over the leadership of the Steelworkers in 1942. In 1943, he was elected to the Ontario Legislature as a CCF member for West York. He resigned as Canadian Director of the Steelworkers in 1956 to take on the new and arduous assignment of first Director of Organization for the International Confederation of Free Trade Unions, with headquarters in Brussels. Although he is now retired, he is still leading an active life with many interests.

Mr. Millard was one of the three trustees of the Canadian maritime transportation unions appointed by the federal Government in 1963 (L. G. 1963, p. 1091).

A survey of adults who have taken Canada Manpower Training courses indicates that graduates more than double their prospects of getting a job, and increase their earnings potential by at least 12 per cent. A report on the survey, which involved 83,193 persons who completed full-time courses in public institutions between January 1 and September 30, 1969, was tabled in the Commons in June by Manpower and Immigration Minister Allan J. MacEachen. The survey—part of a continuing study of the experiences of Canada Manpower trainees—shows that: 75 per cent of those who finished training and looked for work were fully employed within three to four months. Only 31 per cent were employed when they entered courses; men increased their average earnings by $43 a month, and women by $47 a month. This was a gain of 11 per cent over pre-training earnings for men, and a 24 per cent gain for women. Seventy-one per cent of those who took skills training found jobs in occupations closely related to their training; 97 per cent of those who replied reacted favourably when asked whether they thought their courses worthwhile; and 85 per cent of those who were working said that their courses had proved to be of at least "some help" in their current job. Two thirds found it "quite a bit of help."

Mr. MacEachen said that the results are encouraging, and demonstrate that the Canada Manpower training courses make a positive contribution to the higher productivity and income security of Canadian families. He said that his Department's continuing review and evaluation of the effectiveness of the training program for adults is believed to be the most comprehensive of any country. Every person graduating from a full-time skill training course at a public institution receives a follow-up questionnaire, three to four months after completing his course. Every fourth person graduating from a basic upgrading course also receives a questionnaire.

In noting the higher proportionate wage gains for women, MacEachen said that one of the great virtues of the training program is that it is tending to equalize opportunity for women who, prior to training, had substantially lower earnings. This was true for both women taking skill courses and those in basic upgrading. "These results indicate that—particularly in the case of women—improvement in the basics, like arithmetic, science and language proficiency, can alone lead workers to a more rewarding job and bring about a substantial increase in productivity and earnings," he said. "Nonetheless, trainees who go on to further skill development can, judging from the results, expect an additional increase in earnings. Both men and women completing skill courses showed substantially higher earnings after training than those taking upgrading courses."

MacEachen stated further that 16 per cent of those who graduated from basic upgrading courses reported that they had gone on to take additional training in a Canada Manpower course. More than three quarters of those who entered skill courses were able to do so without prior upgrading. About 320,000 persons were placed in training under the Canada Manpower Training Program in the 1969-70 fiscal year.

R. D. Blackburn

■ **R. D. Blackburn has been appointed Director of Financial and Management Services, Canada Department of Labour.** Formerly Acting Director of the Branch, Mr. Blackburn will be responsible for providing financial advisory support to departmental management. Before joining the Department of Labour in February 1968 as chief of the Financial Services Division, he was a financial and management advisor with the Department of Defence Production. Before that, he was with General Concrete in Hamilton for four years, and for three of those years he was comptroller of an associate company, Capital Concrete.

■ **Labour Minister Bryce Mackasey has announced a 12-month extension of the federal Government's Transitional Assistance Benefit Plan for auto and auto parts workers displaced as a result of the Canada-United States Automotive Agreement.** The extension means that a layoff can now be certified as coming under the terms of the program up to July 3, 1971. Assistance to firms in the industry under the loan program has also been extended to July 3, 1971.

The Adjustment Assistance Board, set up by the federal Government to assist the industries' transitional adjustments, determines whether an employee's layoff resulted from the Automotive Agreement. The Board must be satisfied that the layoff affects 50 employees or 10 per cent of the work force, whichever is less, in the firm or plant involved, and that the layoff will last at least four weeks.

Regardless of when a layoff is certified up to July 3, 1971, all eligible workers will be covered by the standard three-year period, starting at the date of their layoff in which the T.A.B. benefits may be received. In effect, this means an employee's entitlement to T.A.B. remains in effect until it is exhausted, up to the new expiry date of July 3, 1974. T.A.B. and Unemployment Insurance benefits together range from 62 per cent—plus an additional 2½ per cent for each dependent—to a maximum of 75 per cent of an employee's previous earnings.

Labour relations around the world

■ **When women do work that is "substantially similar" to work done by men they must be paid identical wages, the U.S. Supreme Court says. The Court made its stand clear recently when it refused to review a lower court ruling that the work itself need not be identical. As the Supreme Court action concerns the first equal pay case brought before it, the decision is ranked as a judicial landmark.**

The workers directly affected are 230 women at the Wheaton Glass Company of Millville, N. J. The case was brought to court by the U.S. Labor Department, seeking compliance with the Equal Pay Act of 1963, which provides that men and women performing work under similar conditions must receive the same pay for jobs requiring equal skill, effort and responsibility. The company's contention that the jobs of men and women have to be identical to merit the same pay was rejected by a Federal Court of Appeals. The company then appealed to the Supreme Court, which declined to hear the case, allowing the lower court's ruling to stand.

As in other cases determining a fair rate of pay according to federal standards, the Wheaton case called for retroactive compliance with the law. The Government estimated that the 230 women workers were entitled to at least $250,000 in back pay, plus an increase of 21½ cents an hour to equalize their current pay.

■ **A Ford Foundation grant will be used to establish a City-County Labor-Management Relations Service in the U.S. to train local government officials in collective bargaining and explore methods for resolving disputes with public employee unions.** The creation of the service reflects the growing realization of the need to instruct officials of local governments on the rights and responsibilities of management and employees in a situation new to many of them. The service will not enter directly into labor disputes but will attempt to educate urban administrators in the collective bargaining process.

■ **White- and blue-collar workers have united in England to form the Amalgamated Union of Engineering Workers with a total of 1,364,011 members.** Those who voted in favour of a merger are members of the Draughtsmen's and Allied Technicians' Association, the Constructional Engineering Union, and the Amalgamated Union of Engineering and Foundry Workers. The new union will operate more as a federation than as a unified body, and each of the four sections will retain its own officials and rule books. They will be unified only for expressing views on general policy. The merger still leaves the 71,000-member National Union of Vehicle Builders as the only major independent union in the British engineering industry.

■ **A new International Trade Secretariat was born in Folkestone, England, this past June with the merger of the International Textile and Garment Workers' Federation and the International Shoe and Leather Workers' Federation.** The new organization—to be called the International Textile, Garment and Leather Workers' Federation—comes into being with a membership of nearly four million workers in 81 affiliated unions spread over 40 countries.

■ **The United Electrical Workers, who represent all non-salaried employees at Antioch College, Yellow Springs, Ohio, have won an agreement with the college providing half-cost tuition in college courses for all employees with six or more years service.** Spouses and children also are entitled to half-cost courses. Antioch is a college where students follow a program of alternating periods of work and study, instead of the usual pattern of four academic years.

■ **A study of total compensation for U.S. workers for the years 1966 to 1968 shows that pay plus benefits for an hour of work averaged $3.89 in 1968, an increase of 13.1 per cent or 45 cents from the revised 1966 level, the U.S. Labor Department's Bureau of Labor Statistics reports.** Total compensation includes cash payment for straight time, plus pay for vacations, holidays and other leave, and expenditures made by employers to finance a variety of legally required and private insurance and welfare programs for their employees.

The major component of compensation, pay for working time, accounted for 82.8 per cent of the total. At $3.22 per hour of work time in 1968, it was 13 per cent, or 37 cents above its 1966 level. Employer expenditures for retirement programs represented 6 per cent of compensation. At 24 cents an hour of work, this was the second largest element of compensation. A boost in these expenditures between 1966 and 1968 was evenly divided

between Social Security and private retirement plans that accounted for 54 and 46 per cent, respectively, of the total retirement program expenditure.

Pay for leave—except sick leave—contributed 5.3 per cent of the compensation. These payments moved up 16.7 per cent from their 1966 level to 21 cents a work hour, 12 cents of which went for vacations and most of the rest for holidays.

Employer expenditures for health and insurance programs—including workmen's compensation—amounted to 3.7 per cent of compensation. At 15 cents a working hour these expenditures were 25 per cent higher than in 1966, reflecting increased costs as well as improvements and extension of coverage. Among other elements of compensation were unemployment benefit programs, 0.9 per cent, and savings and thrift plans, 0.2 per cent.

In manufacturing industries, the level of compensation was $4.21 an hour, exceeding the 1966 level by 12 per cent or 45 cents. In non-manufacturing, compensation was lower, $3.70, but it showed a slightly larger increase, 14.6 per cent or 47 cents. Pay for working time in manufacturing was $3.41, up 11 per cent, or 34 cents from 1966; in non-manufacturing, it was $3.11, a rise of 15 per cent, or 40 cents, over the 1966 figure.

50 years ago

Penalties for heroism, solution to political impotence, reinforcement of business scruples, vacations with pay, escape from three years before the mast, and child labour were among the subjects dealt with in The Labour Gazette of September 1920.

■ **Would-be heroes were advised to reconsider risking life and limb. A coal miner who, while off duty, helped put out a fire on the premises where he worked and was injured as a result was denied compensation.** The fire had occurred in a small lamphouse used for overnight storage of explosives to be used in the following day's blasting. Although the plaintiff claimed that his superiors had ordered him to help in the emergency, it turned out that he had in fact volunteered his assistance. Although his action had been self-sacrificing, and although the company was responsible for putting the explosives in a dangerous location, the Supreme Court of the province held that the plaintiff had placed himself in a position of danger, and the company could not be held liable.

The vigilant eye of labour had lit upon another vast area of unresolved inequality. The time had come, declared labour writers of the era, to breach the mystique of the majority vote and broadcast the facts—that labour parties were winning the majority of votes and receiving the minority of seats. What was needed in their opinion was proportional representation. Only if such a system was implemented could any degree of fair play be ensured where political and economic questions intertwined. Writing in the **Labour Day Review,** Ronald Hooper referred to the example of the last general election in Great Britain. The Labour Party had polled 2,292 votes to its opponent's 102 votes in contested constituencies in that election, and presumably should have received 120 seats for those constituencies alone. In fact, it controlled only 59 seats out of the total number of constituencies. Enraged at the political impotence forced upon the Labour Party by the majority vote system, and further incensed by the new Government's refusal to implement the Spanky Coal Commission's recommendations for nationalization of the coal mines, certain groups within British labour ranks favoured "direct action," such as industrial strikes. At the British Trades Union Congress's convention in September 1919, however, the delegates voted to work through recognized channels and to press for "the proportional representation of all opinions and interests by means of the single transferable vote, with constituencies returning at least five members."

■ **Reference to the working model of proportional representation in Winnipeg was also made. The system had been introduced in the last general election in Manitoba. Labour had polled 42.5 per cent of the valid first-choice votes and had received four of the 10 seats available.** A writer in **Western Labour News,** summing up the results of the election, stated unequivocally: "There is no doubt at all but that the proportional system applied over the whole city greatly assisted the cause of labour. It enabled labour to present a solid front to the enemy. Differences within the ranks could express themselves in fights for position without prejudice to the general combat."

■ **The law sided with the plaintiff in an action against an unscruplous insurance company.** A workman at a mine in Québec was injured while on duty, and was totally disabled for more than six months. Instead of applying through the normal channels for workmen's compensation, he was presuaded by a representative of the insurance company involved in the case to sign an agreement for a settlement of $63. Realizing his gullibility, the man later refused to accept the $63, and he sued the company for $270 under the law covering industrial accidents, requesting at the same time that the first agreement be declared null and void. The company, to its credit, did not invoke the earlier settlement in its presentation, but limited itself to a defence based on the plaintiff's allegations. Nonetheless, the Superior Court for Québec awarded the workman $225 and officially negated the original agreement.

■ **To a world where the four-week paid vacation has become less than novel, a reminder comes from the past. Fifty years ago, only 18 per cent of 624 plants surveyed in the United States were allowing even a one-week paid holiday to regular employees.**

The length of holidays was determined by the length of service. In the case of one company, a standard example, those employed for a year had the right to a one-week vacation; those with the company for six months were given three days; and those with less time on the job had to wait until the following year for a holiday. More than one day's absence in a month, except for sickness or death in the family, reduced the vacation period by half a day for each extra day absent. Pay for the vacation period was based on a worker's average earnings, minus overtime pay, in the previous three months.

■ **Sailors on foreign ships entering American harbours were to be protected by American justice.** A British seaman out of Liverpool on the **Strathearn** brought suit against his employers for half his wages when he landed at Pensacola, Florida. His contract had bound him to complete the voyage back to Liverpool within three years before any payment was made. When the case finally reached the Supreme Court of the United States, the defendant claimed that a contract legally signed in a foreign country could not be cancelled in the United States. The Court disagreed with that assumption. It declared that the U.S. Government must determine upon what terms and conditions vessels of other countries would be permitted to enter its harbours, impose conditions on the shipment of sailors in its ports, and make those conditions applicable to foreign as well as domestic vessels.

■ **Sweatshops were still populating their workbenches with child labour in the middle western United States.** Child labour was, in fact, reported on the increase in these states; the Texas State Labour Commission had reported an increase of 10 per cent over the previous year. Minnesota officials stated that child labour had nearly doubled in their State, especially among the children of clerical workers. The high cost of living, and its effects on the home, the discovery that women and children were ideal sources of cheap labour, and a hangover of indifference and neglect toward working conditions from the war years were all cited as causes.

■ **New unemployment insurance laws had just been passed in Italy and Austria to revamp existing statutes and to replace a heavy emphasis on ad hoc measures.** In Italy, the managing bodies were provincial committees composed of representatives of both employers and employees, with a magistrate to act as chairman. A fund drawing on contributions by employers and employees as well as the Government was set up; it was expected to draw in 200,000,000 lire a year, sufficient to support permanent unemployment of one tenth of the insured group. Workmen and other employees who received less than 350 lire a month were obliged to contribute, but persons under 15 or over 65, those working at home, domestics, public employees and voluntary workers were all exempt.

No benefits were paid to those on strike or locked out. Seasonal workers were excluded unless they had made special contributions for such an emergency. Once dismissed from work, an individual was obligated to report his unemployment the next day. Only on the eigth day, however, would he be eligible to receive benefits, and even then he would receive them only if he had made a minimum of 24 contributions to the fund in the two preceding years. If 24 to 36 payments had been made, the worker was allowed up to 90 days of benefits in a single year. If he had made more than 36 contributions, he was then permitted up to 120 days of insurance benefits. These benefits would be forfeited if the worker should fail to accept work offered in his own trade without adequate justification, or if he was declared by his local committee to be lazy or intemperate.

In Austria, only those who had worked for at least 20 weeks in the preceding year could apply. Should a worker quit his job suddenly and for no good reason, he would not be able to claim benefits until four weeks had elapsed. Those who had received benefits for eight weeks and who could find no work in their own trade were obliged to accept employment in another trade, the necessary training being provided. As in Italy, benefits did not begin until the eigth day of unemployment, but the benefit period in the year was less—12 weeks, with special extension only for an additional eight weeks. What you received depended on the daily sickness benefit in the last job where you were compulsorily insured. Unmarried workers in all categories would receive 60 per cent of that amount and married workers 80 per cent. Under the current economic conditions, these percentages were allowed to extend to 75 and 100 per cent.

Unemployment insurance in the 70s

The rewards of economic growth should be directed ot only toward the individuals who have had the op-ortunity for a good education, a well-paid job, a two-r garage and a home in the country. They are also r the widow or divorcee who has to raise her children one on minimum wages earned working long hours an inner-city garment factory; for the youth who has d to drop out of school to help his family and now ds his particular skill no longer needed in a sophisti-ted economy; and for the man over 40 who is jobless, ot because he is untrained, but because in our youth-ented society he is considered too old," says the white per on unemployment insurance. The paper, titled **nemployment Insurance in the 70s,** was tabled by bour Minister Bryce Mackasey in the House of Com-ons on June 17.

The proposals contained in the white paper confirm e desire of this Government to promote social policies at build the country, not simply for progress, but for ople—people who must be adequately nourished, ople whose potential must be met and whose children ust be well-educated; and, above all, people who must ve jobs. The new emphasis will be on individual evelopment coupled with adequate income support," said Mr. Mackasey in tabling the white paper. The plan will feature universal coverage, lower entrance requirements, higher benefit payments, coverage of sickness and pregnancy, interviews and lower rates.

Coverage

There will be no salary ceiling under the new plan, and nearly all employees will be insured. Contributions, however, will be levied only on the first $150 per week. More than 1,160,000 persons will be added to the unemployment insurance plan. This will bring the number covered to about 6,500,000, or 96.3 per cent of all employees in the work force. The self-employed are excluded, but occupation will no longer be a key issue in coverage. For purposes of definition, anyone earning $25 and over a week will pay contributions for that week. Part-time work will also be insured under the new plan, provided that at least $25 per week is earned.

Eligibility and benefits

A person insured under the plan is entitled to benefits: if he has experienced an interruption of earnings and is therefore unemployed; if he is capable and available for work; and if he is unable to find suitable employment. Interruption of earnings includes maternity, retirement and sickness. Under the new scheme, barriers to eligibility for benefits have been lowered in order to include a far wider range of employees. A person with 20 weeks employment or more during the last 52 weeks qualifies for both regular and special unemployment benefits. Those with as little as 8 weeks employment in the past 52 weeks will receive some benefits.

Benefit payments will be at least 66⅔ per cent of weekly earnings. There will, however, be a ceiling of $100. At present the ceiling is $53. During the later stages of the benefit structure, rates will be increased to 75 per cent of earnings for persons with dependants and who are still unemployed. The upper limit, however, will remain $100 a week. All unemployment insurance benefits will be taxable.

There are five phases in the benefit structure. Should a person have employment of 20 weeks or more in the past 52 weeks, he is entitled to all five phases of regular and special benefits, provided that he meets the other conditions. An attachment of 8 to 19 weeks entitles a person to only three phases of regular benefits.

At the beginning of Phase 1—that is, after a two-week waiting period—those who qualify will receive a three-week payment. If the person finds a job within the three-week period of this phase, he is entitled to keep the entire payment regardless of when he became re-employed. Phase 2 is for those who have completed Phase 1 and are still out of work, as well as for those who are not eligible for Phase 1 and are entering the benefit structure for the first time. Extent of benefits depends on the number of weeks between 8 and 20 spent in the work force. A light interview at the beginning of the phase will channel the unemployed person to Canada Manpower Centres and other government services in order to assist him to be reabsorbed into the labour market. During this phase the claimant must show he is capable and eager to be re-employed. A more intensive interview toward the end of the phase w determine how well the individual has taken advanta of the services and whether they were effective. The interviews are designed primarily to help people b they will also serve to identify persons who should n be receiving benefits.

Phase 3 is related to the national unemployment rat Persons who have completed Phase 2 receive 10 wee benefits if the rate is 4 per cent or less, four addition weeks if the rate is between 4 and 5 per cent, or additional weeks if the rate is over 5 per cent. Phas 4 is related to the length of time spent in the labou force by the claimant. If the individual has been in th labour force for 20 weeks or more, he is eligible fo up to 18 weeks of benefit payments provided that h meets the other conditions. Phase 5 is related to labou market conditions and applies when the regional unem ployment rate is above 4 per cent and exceeds th national level by more than 1 per cent. Each claima may draw up to 18 weeks of benefits in this phas depending on the regional rate, but his maximum ent tlement from all phases is limited to 51 weeks.

In addition to regular benefits, there will also be specia benefits when unemployment is caused by sickness pregnancy or retirement. Under the present Act, a per son, if sick receives no benefits unless he or she become sick, after entering the benefit structure; if pregnant, woman is now generally disqualified for six weeks befor and six weeks after the birth of her child; if retire a worker can receive benefits lasting up to 18 month The new special benefits will remove the anomalies fro the present Act concerning these three groups and pro vide them with benefits based on a realistic appraisa of what their particular interruption of earnings mean in the work force today. In the case of sickness o pregnancy, benefits will cover a 15-week period and wi be available to anyone who has been in the labour forc for 20 weeks or more during the previous 52 week There will be a three-week retirement benefit for a persons between 65 and 70 who opt to receive Canad or Québec Pension Plan benefits and thus may be cons dered to have voluntarily retired from the labour force

Protection for the self-employed will no longer be available under the Unemployment Insurance Act. Self-employed fishermen, however, are in a special category. They will continue to be protected until the plans being developed to protect them against the uncertainties inherent in the fishing industry are ready for implementation. Special benefits at present available for seasonal periods will be abolished in view of the fact that the base period has been shortened to 8 weeks.

Contributions

The tripartite concept of employer, employee and government contributions will be retained. Employers and employees will finance the costs of regular unemployment benefits up to a 4 per cent rate of unemployment. Employers will pay approximately 57 per cent of the costs and the employees will pay approximately 43 per cent. All contributions to the new unemployment insurance plan will be tax deductible. The Government's share will be related to the national unemployment rate.

Currently contributions are paid on the first $100 of weekly earnings. It is proposed, beginning January 1, 1972, to raise this to $150, but at no time will a contribution be levied on that part of earnings in excess of $7,800 per annum.

At present the insured worker pays a weekly contribution of $1.40 if he earns $100 per week. Under the proposed plan he will contribute between $0.71 and $0.88 per week on $100 salary depending on the average unemployment rate. At the $150 level, his contribution will range between $1.06 and $1.32. For those employees who are now excluded from the program and who will enter the new plan, there will be a special contribution rate to be adjusted yearly over a three-year period. The suggested preferred rate for these newly covered workers will start at 0.32 per cent of their insured earnings with a maximum of $0.50 per week; it will gradually rise to the normal rate.

Employers whose annual insured payroll exceeds $78,000 will be experience rated. The basis for experience rating will be related to the layoff pattern in his establishment and compared to the pattern of all establishments across the country. This feature will provide an incentive for employers to stabilize their employment patterns as much as possible.

It is proposed that the cost of the new plan be borne by the employers and employees when the annual average rate of unemployment is 4 per cent or under. During periods of high unemployment, the employer-employee costs will remain relatively static and the entire additional costs will be borne by the federal Government. It is proposed that contributions under the new plan be tax deductible.

The plan will provide for referral of claimants as required to services available from other agencies that relate in any way to unemployment problems and which are designed to re-absorb the person into the labour market at the earliest opportunity. It is hoped that the new plan will become law on July 1, 1971. The phasing-in of certain features, particularly in the field of contributions and administration, will be spread over a number of years. Benefit payments will be the first component of the new plan to become operative.

The Canadian Labour Congress has voiced its approval of a number of proposals contained in the Government's white paper on unemployment insurance, particularly recommendations for universal coverage, increased benefits, lower employee contribution rates and easier eligibility standards. The CLC expressed reservations regarding the waiting period for benefits from one to two weeks and announced that it intends to present an "extensive" brief to the parliamentary committee in charge of examining the white paper. CLC President Donald MacDonald expressed satisfaction at the introduction of benefits for those whose employment has been interrupted due to sickness or pregnancy, which represents a "substantial improvement in the degree of protection being afforded."

Exorcising inflation and unemployment

In May (L. G., May, p. 340) The Labour Gazette presented the views of Dr. E. P. Neufeld on some of the problems in the Canadian economy. Two other views are presented this month, taken from papers presented by Prof. J. C. Weldon, an economics professor at McGill University, and by Prices and Incomes Commission Chairman Dr. John Young at a special policy session of the Canadian Economics Association at Winnipeg on June 4. Prof. Weldon's paper includes additions to take note of two developments that took place after the paper was originally prepared—the freeing of the dollar, and the announcement of the 6 per cent guideline. The opinions expressed in both articles are those of the authors, and do not necessarily reflect the views or policies of the Canada Department of Labour.

by Prof. J. C. Weldon

Undoubtedly we are and for several years past have bee situated in an inflationary environment. There is not ver much, I think, we can do about the ultimate inflationar influences: our affairs are too closely interwoven wit the economy of the United States from which the basi forces have spread. Nonetheless, on the issues of inflatio and unemployment, I think the federal authorities hav decided on a program that is cruel in its effects an mistaken in its intention. That intention is to reduc and even to erase inflation by the real device of reducin effective demand and accepting higher unemployment and by the unreal device of invoking a voluntary an self-imposed prices and incomes policy. As the Governo of the Bank of Canada declares this resolve, "... if w really want to bring inflation to an end, we shall hav to continue to work at it. Moreover, I am convince that we have no practical alternative to doing so, n matter how long it takes."

What is real in this is mistaken because, in seeking t offset a largely imported inflation for advantages tha are slight and speculative, it accepts short-run losses i output that are substantial and direct, in a retrograd way using induced short-run unemployment as an in

trument of policy. As to what is unreal in the policy, he attempt to exorcise both inflation and unemployment by means of the Prices and Incomes Commission, hat is mistaken not so much because its direct effects nust be invisibly small (for what, after all, is wrong vith even a small costless gain?) but because it commits he Government to a moralistic view of a technical problem, compounding its already excessive valuation f the costs of inflation. When co-operative saintliness s found not to exist, the Government finds itself tempted to make good the moral defect by toughening its posture in the real sector. A kind of paralysis sets in, or now to spend money on urgent social problems (the ituation of the aged, for example) must mark the Government as soft and inconsistent. The diversion hinders he rational policy of attending in the first place to the nwanted effects of the inflationary situation instead of o inflation per se.

There is, of course, an unfortunate natural bias that produces unreal political approaches to inflation. Imagine a given pattern of real incomes developed over ve years or so, but obtained on the one hand at more r less constant prices, and on the other hand, as the et result of various spurts of inflation. I do not doubt hat governments would much prefer to be associated vith the pattern that emerged from price stability. In an nflationary situation the individual does not see prices nd incomes as the interdependent effects of the set of nflationary causes, and will feel cheated by inflation ven when no better real alternative exists—and governments experience the political consequences of imagned ills just as they do of real.

To begin with the unreal element of policy, then, one as never been clear where the intellectual womb of ne Prices and Incomes Commission is to be found. It s not in Professor David Smith's work for the Economic Council, a careful review of the relevance of foreign xperience, for that study would have given birth only o an independent research agency. It may be in the OECD survey of 1968, for in instituting the Commission, ne Government of Canada is said to have been impressed by the reasoning of the survey. The impressive easoning, though, on inspection seems to consist of not nuch more than the observation that "... no country an point to any spectacular success in controlling the se of incomes this way ..." followed by the disheartning recognition that "the decentralized character of ne Canadian economy may render the evolution of an comes policy more difficult than in many European ountries." The conclusion that "Canada's price-wage erformance in full employment conditions suggests ere is need for some sort of incomes policy" therefore ems less than inevitable. Some sort of incomes policy e have nevertheless been given, perhaps by spontaneus generation.

The sort of institution we have acquired has two elements. In the first place there are some commitments to fundamental research of an unexceptionable kind. In the second, there is the Prices and Incomes Commission of the National Conference on Price Stability, the "Call For Action To Curb Price Increases," and formal price reviews and other public manifestations since, culminating in the ex cathedra (six) per cent. It is this second element that is empty in its direct consequences and seriously damaging in its indirect. When all business firms in Canada are called upon voluntarily "to reduce the number and size of price increases they would normally make in 1970," they are directed to an impossible goal by an absurd route. Suspending doubts as to what in an exact way the formula means, suppose that it were magically implemented and found good, so that everyone makes a personal sacrifice that is more than repaid from the collective benefit that follows. The problem, of course, is that without magic the effect upon the collective benefit as it is caused by the action of any single firm is minute, and is perceived to be minute. We have the elementary arithmetic of goods only government can supply. Just as the number of voluntarily

supplied lighthouses is likely to be small, or the amount collected on street corners for Biafran relief a few magnitudes insufficient, so the collective effect on price increases of the sum of voluntary sacrifices must be negligible. Even those businessmen who might be induced to make some marginal gesture for a scheme that just possibly could work will remain businesslike and aloof from what is self-evidently unworkable.

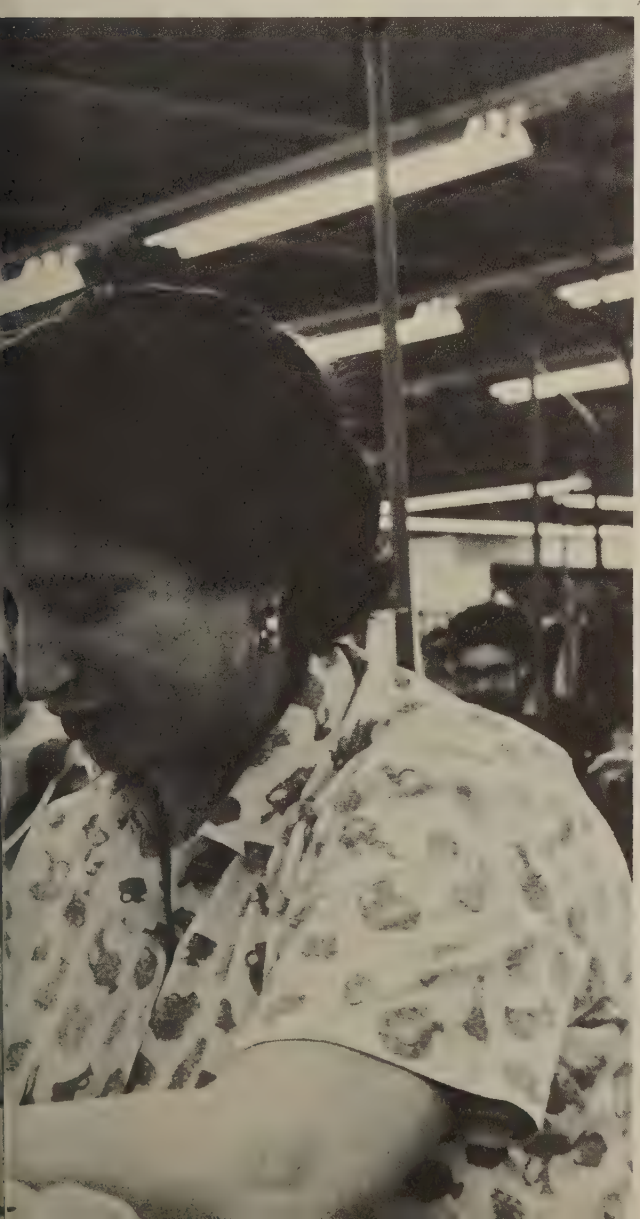
How indeed has the Government of Canada attached itself to a contrary view, a view which suggests that governments are unnecessary? Where business entities are very large, then their individual sacrifices might begin to have appreciable benefits at the individual level, though since it is still true that industry X is benefited equally by the price restraint of other industries as by its own, industry X must be very large indeed before it can sensibly contemplate individual sacrifice. What does follow if the entities are large, though, is the possibility of substituting coerced behaviour for independent behaviour under the style of voluntary restraint. A framework is established under which non-compliance can be punished, and it is this framework, and nothing else, from which even the slightest real effects of "voluntarism" can conceivably be extracted under Canadian conditions.

In Canada it is the coercive power of government, strongly or weakly exercised, hidden or open, it is this or nothing. When one considers how limited and inefficient that power is in respect of prices and wages, as the law stands and as imagination strains to see the law in new forms, one concludes that what coercion adds to voluntarism are some small effects of a distorting kind in the public sector, no doubt defended with a certain vigour where the federal authorities are at first or second hand employers themselves, as with the heartless fiasco of post-office negotiations. Elsewhere the fragmentation of Canadian political and economic institutions provides little to coerce or to be coerced. To recite the usual catalogue, there are eleven political jurisdictions, and these in both their constitutional and regional aspects are superimposed upon business and labour institutions scattered in pattern in relation to political influences, and often enough linked to parent bodies in the United States. As George Saunders, Director, Research Branch, Department of Manpower and Immigration, reported a few years ago, "wage setting in the Canadian economy generally takes place at the level of the individual establishment or company. Multi-establishment or multi-company wage setting is limited and rarely extends beyond local or regiona boundaries. There is no national system of wage deter mination that guides wage setting throughout the econ omy." On the price side, while there are undoubtedl many highly concentrated industries—one need onl consult the guest list at the Conference on Price Stabili ty—there are no central organizations that can be com pelled by government or can effectively volunteer t make effective commitments on price restraint.

That a policy is impossible should surely calm the debat over whether it should be used. From the beginning i has been agreed ground that, without the support of th trade unions, the Prices and Incomes Commission ap proach could not work. The White Paper said suc support was indispensable. The manifesto of the Nationa Conference also said it was indispensable. But dispense with it must be nonetheless, for no trade union officia one has heard of has offered the Commission support and the leading trade union voices have been brutall explicit in denouncing the Commission and its progran

Even nominal co-operation has been denied—rightly so, one believes, for on the higher level of argument national leaders of labour know there is no way their nominal co-operation could be made real, and on the lower level, national and local leaders alike know that they have no mandate to sacrifice this particular wage claim or that, and are very likely to lose their jobs if they think they have.

No mechanism can, therefore, be displayed to produce the effects the Commission wants. There is thus no need to debate whether the world would be better or worse if the hopes of the Commission were to be realized. There is no need to debate or appraise devil theories in which narrow self-interest is denounced as having chosen to thwart the godly. Without a mechanism, there can be nothing to expect and nothing to appraise. Further, I doubt that in the Canadian context much is gained by debating whether to create an effective "real" mechanism would have good or bad results. The constitutional and administrative difficulties of instituting



general price and wage controls are here so great, so disproportionate, that one ventures that no such controls can appear, an estimate the easier to maintain when one observes how cautious government is about using combines policy and tariff changes to touch prices where controls of a sort already exist. **If general controls are not politically possible, there is no need for an intellectual collision between those who contemplate the apparatus of real controls and shudder, foreseeing it as ineffective still and grossly wasteful, and those who observe how imperfect the market already is and judge we would have little to lose.** In Canada the practical issue surely cannot arise, though if somehow the drastic leap to direct controls is taken, one would expect it in Canadian circumstances to be disastrous, and politically as well as economically.

It is perhaps inconsistent to supplement what are claimed to be sufficient arguments. Still, there are a few further points that should be developed from the public declarations of the Prices and Incomes Commission. There is in the first place the exemption of export industries from the rules of restraint supposed now to govern domestic price formation. This is interesting moral guidance, for our voluntary restraint will have a patriotic frontier, although no doubt not a provincial boundary: in exporting from Québec to the United States, charge what one will, but to Ontario, cut back as one should in Québec itself. A problem of consistency then appears in relation to wage restraint as between exporting and domestic industries.

There are many exporters in Canada. Evidently they are not to take less than they can from the American market. But if they are not, are their workers to make voluntary sacrifices from which the employers have been exempted? And if the workers in the export industries are exempted from sacrifice, what substantial sacrifice can be reasonably asked of their fellows in domestic industries? And if differential policy is to be applied as between export and domestic industries in any of these matters, is the differential to be proportioned to the weight of exports in each industry?

There are the uncertainties of what the tests of price restraint mean, and the shortcomings of the review procedures in deciding non-compliance under any reading of the tests. Promises to "reduce the number and size of price increases they would normally make in 1970," as business firms are exhorted by the "Call For Action," offer performance that cannot be tested by earthly judges. Presumably if one reads, the formula

algebraically, when costs stay put, one should cut prices a little, and when costs fall, one should pass on rather more than the sums saved to the public at large—but then one notices that firms are expected to pass on only "some of the cost savings in terms of lower prices," and in any case can always appeal to the need "to improve a demonstrably inadequate rate of return on investment." **Let the price review teams be however able and honest, their work will not command consent because of the superficiality of their terms of reference, because of the rushed conditions under which they must work, and—in itself decisive—because reviews by "government officials and business executives who will be working with the Commission on a temporary basis" and who will be assisted in analyzing data by the firms whose restraint is under review (data that has been requested from those same firms in private meetings!), because such reviews cannot possibly be accepted by labour unions or the public generally as informed or detached.** When one sees the disproportion between the task of review and the facilities for review, and when one notes that five million families or so have just received notices in the mail (the befuddled lady in the supermarket) suggesting they fight inflation and write the staff of the Commission for information, one can hardly credit that anyone believes deeds are intended to spring from the words.

Let me turn at last to the real part of the policies chosen by the federal authorities, the choice to combat inflation by reducing effective demand, repeating by way of transition only the point made as a beginning, that the danger of the program of voluntary restraint is that its emptiness needs to be hidden by extra vigour in the real sector. Freedom is lost to reverse mistaken policies. **In the real sector, there is probably no dispute that the classic depressants have indeed been applied with vigour, and that unemployment has been allowed to rise well above any level that anyone is likely to defend as a standard for long-run performance.**

What is the rationale? It can be found in a variety of official statements, but perhaps can be extracted in particularly pure form from the five reasons the Bank of Canada declares in its latest annual report. There is the distributional issue, the impact of inflation "on the poor, the retired, and other elements in the community who because of their weak bargaining position are unable to keep up in the race with rising prices." There is the peril that inflation will "undermine our international competitive position." And then, under three headings, there are repercussions of inflation on real output; thus, the great cost of strong depressants later if mild depressants are not used now, the distortion in output from disorganized long-term capital market and the diversion of resources in attempts to escap inflation-imposed losses. It is not denied, as one read this, that real output is in fact being sacrificed now but is argued that later on, if present sacrifices are no made, decidedly larger losses must appear. To thes themes the Bank adds the mechanistic details that "ther is no justification for risking the serious injury . . . whic would occur if measures of restraint were insufficien and inflation were permitted to accelerate," and tha depressant policy has to be particularly persistent "i there are widely held inflationcry expectations."

This is where policy, it seems to me, has become cruell misguided. For the moment, leave aside the possibilit of substantial net losses in some longer period if rigou is not endured now. Compare the policy that has fol lowed from the argumentation of the Bank with a polic that has been directed, say, to unemployment rates a least a full point less than we have been accepting, an then to what I would call an activist version of thi expansionist alternative, a policy in which attention would be paid to correcting distributive problems. I am not at all persuaded of the superiority of restraint to even simple-minded expansion, for it is by no means clear that there is much to choose between the two distributive patterns and there is the clear short-run gain of something like two billion dollars a year in real output that should accompany modest expansion. In any case I am confident that with an activist policy the real gains could be associated with an improved pattern of distribution, confident because, whatever else is hazy about the outcome of this policy or that, to make improved payments to pensioners, say, has, vis-a-vis the pensioners, large, immediate, and controllable effects.

In looking at distributional problems in Canada one sees at once, surely, the deplorable situation of the retired population, the income effects of unsellable wheat, the continuing gross regional disparities in income levels, and the condition of the various categories of the unemployed. The policy of restraint can have had very little to do one way or the other with the wheat problem, and for the rest seems to me so perverse that one supposes it cannot really be current distribution that accounts for government policy but only the imagined enormous losses of the long run. In the short run **the percentage point of unemployment not only is the arithmetic equivalent of 80,000 or so persons, but accompanies an overall rate of unemployment that in seasonalized form has recently risen to well over 5 per cent, and that in March signified about 11 per cent unemployment in the Atlantic provinces and about 9 per cent unemployment in Québec,** and that also in current terms (for the first quarter of the year, and an extremely seasonal figure) showed about 23 per cent of labourers and unskilled workers unemployed.

There is still the distributional argument in terms of he weak whose incomes are eroded by inflation, and of the pensioners and retired in particular. About ,700,000 persons now receive the Old Age Security ension, and rather more than half of them receive Guaranteed Income Supplements. It follows, from the egulations attached to the Supplements, that for rather nore than half the population 65 years of age and older, hese two sources of income (at full rates not quite $112 month) are the effective support of retirement. Here urely is where distributive values can be tested. Yet he arrangements that are now effective have been pro- ected by cost of living adjustments of only 6 per cent ver a period in which the cost of living has changed y more than 13 per cent. Built into the plan and llowed to remain has been a device that ensures that he real claims of this weakest of groups are diminished y inflation. In a Kafkaesque way these pensioners have een allowed to become a hostage to folly. Look how adly we shall let them be treated, in effect the authori- ies have said, if you insist on expansion. Whatever the nerits of the rest of the dispute, surely the real claims f these people could and should have been protected y a government that presses the distributional argu- nent—the plight of the bulk of the retired would be lesperate enough still.

Civilized arrangements for the inter-generation pay- nents needed to ensure decent standards for the retired re, of course, slowly being introduced in Canada. It s regressive, though, to attempt to constrain this evolu- ion by linking stabilization policy to the schemes by vhich pensions are paid. When the Bank warns us that 'the life expectancy of a man retiring at 65 is just long nough to see the real value of his pension cut in half y an average price rise of 5 per cent a year," it sets p a misleading opposition that can divert us from a ational approach to stabilization and to redistribution oth. We need to determine that pensions now and a eneration ahead conform to our distributive beliefs, ut we cannot foresee economic events a generation head and should not allow what has not been foreseen bout prices and productivity to prevent us making ension payments that are just in relation to the facts hen known. Does the Bank really suggest that we must xploit the retired if prices do rise by 5 per cent a year? nd does it suggest that if U.S. prices, say, inflate year y year, Canada must stabilize prices, at whatever other ost, as the reasonable way to defend the retired? The sues have already been separated in public policy, and hould not again be joined.

Leave the distributional arguments, then, and return to the deferred question of the longer-run losses the inflationary situation might produce. **On the international front the danger of being competitively undermined is evidently so pervasive that the Bank warns "even though other countries are also having a difficult time in controlling inflation, ... we should not assume that they will fail to do so."** Perhaps, but there is a wild flash of protectionship hopes still preserved when the Bank goes on to promise that "if we could make some gains in our competitive position by doing somewhat better than others in controlling inflation, the long-term rewards in the form of increased output and employment and an improved trade balance would be tangible and worthwhile." Whether we undermine or are undermined, there seem to be no circumstances in which the "undermining" argument is to be set aside as support for just a little more discipline and restraint.

If the Canadian economy were in fact inflating in some extravagant way in relation to the United States, if in fact real demand had pressed unemployment rates down to levels that even in a quiet external environment would produce notable inflation, if official policy could reasonably be presented as the response not to inflation derived from whatever autonomous causes but to inflation superimposed by autonomous Canadian causes, then the fears of the authorities about losses in the long run might be more plausible than they are now. But it is inflation simple that is unacceptable to the authorities, whatever its source, and not merely inflation of essentially domestic origin, and even if one allows that public declarations (and technical discussions for that matter) are more easily carried on with inflation simple as the thing referred to, it seems to me still true that the authorities are assessing their problems as though both causes and solutions for the total inflationary situation lay within our boundaries. Let the realities abroad change and stability return in the American economy, then with reasonable policies here, expectations should be dampened at home and the talk about cumulative inflation disappear.

Of what then would reasonable policy consist, in the hoped-for stability to come, in the inflationary milieu of the present? If we look back to the quieter intervals in the past twenty years, to the late and post-Korean years, to the years in the sixties when most of the slack had been taken up from the last obsessive battle with inflation, **we might accept that, at a rate of 4 per cent unemployment, Canadian inflation set against a stable external environment is likely to be very small, no threat at all to the peace of mind of those who fear cumulation or destabilizing expectations. It is also true that, at 4 per cent unemployment, the problems of the jobless begin**

to be tractable. Such a focus of policy, supplemented by the intention over a period of a few years to reduce the 4 per cent to, say, 3½ per cent by improved policies on the supply side, such a focus is cautious enough for anyone. But it seems to me a focus, too, for rational policy now. Clearly if we commit ourselves to something like unemployment cut to 4 per cent, the extra percentage point of employment of many paragraphs back, we accept that inflation from abroad will have to be lived with, that undesirable distributive effects will have to be offset, that exchange rate policy will have to be flexible, as indeed it has now become and should remain, accommodating itself to the basic goal of a Canadian version (cautious, watered down) of full employment. Inflation will have to be looked at in technical and not moralistic terms. But there are great advantages if it is. The paralysis in social policy disappears, and real goals can again be pursued.

It has been said that Mr. Nixon should have Mr. K singer tell him that the war in Viet Nam has been wo and that a victory can be declared and the troo brought home. Perhaps Mr. Trudeau can search out similar formula for his campaign against inflation. may indeed be that the breakdown of policy as it wa with fixed exchange rates and based on voluntaris without even the 6 per cent, that this has already allowe a reversal of real policy. There is some insulation the freed dollar. The labour unions provide a targ for the devil theorists. Collective bargaining on civilize terms is undermined, but that may be thought a chea political price to allow the reversal to be hidden.

Dr. Young's report

By mid-1969, the Governments of the United States an Canada had come to the conclusion that they had n alternative but to bring the current inflation under co trol, said Dr. John Young, in his paper to the Associatio He went on to outline the steps the two Governmen had taken in their battle against inflation, and to d scribe the findings and activities of the Prices and I comes Commission. The article that follows is an extra from that paper.

Both the Canadian and U.S. Governments had bee for several years, actively applying measures of mon tary and fiscal restraint designed to curb the growth public and private spending in their economies. As the measures began to take hold, markets for goods an services could be expected to soften; but, given th pervasiveness and momentum of the inflation, and th strength of the inflationary psychology, it might we take a considerable time for price and income increas to slow down. In the meantime, it would be very difficu to avoid, perhaps for a protracted period, adverse si effects that no one wanted—an interruption in th growth of production in the economy and a tempora rise in unemployment.

It seemed to the Commission that a smoother, short and less painful transition back to price stability cou be achieved if some way could be found to cut direct into the spiralling process of price and income increas with the object of slowing it down more rapidly tha seemed likely otherwise. If this could be done, it mig be possible to moderate government policies of budg tary and credit restraint earlier, and to soften some their more painful side effects.

During the summer and early autumn of 1969, the Commission held close to 100 meetings of various kinds with representative groups of businessmen, labour leaders, government officials and others in an attempt to arrive at a comprehensive set of undertakings for which widespread support throughout the community could reasonably be expected.

This phase of the Commission's efforts came to an end on October 17, when the leaders of the two major trade union federations in Canada rejected as impractical any approach to the problem that incorporated an explicit formula limiting wage and salary increases. An alternative approach suggested by the labour leaders was to concentrate on confining price increases to those that could be justified by a corresponding increase in the firm's total production costs, including wage and salary increases.

In view of the position taken by the labour federations, the Commission decided, after consultation with governments and business leaders, to try a somewhat different approach. Instead of trying to negotiate an across-the-board set of commitments with representatives of all segments of the community at once, it would see how far it could get by negotiating in a more piecemeal way.

We began this phase of our efforts by exploring with the executives of the larger national business associations the possibility of persuading the business community to take the first step. We asked them whether they thought business firms generally would be willing to make a meaningful effort to limit price increases during 1970, even though, in the beginning at least, firm undertakings to exercise a corresponding degree of restraint had not been obtained from governments, wage and salary earners or other groups in the community.

The business leaders we talked to thought it possible that business firms would be willing to take an initiative of this kind. Later, following a lengthy process of discussion and negotiation, specific proposals were submitted to the Commission by groups such as the Canadian Manufacturers' Association and the Canadian Chamber of Commerce.

In mid-January, the Commission decided that the response had been sufficiently positive to justify the calling of a National Conference on Price Stability in Ottawa on February 9 and 10. This conference was attended by more than 250 business leaders, executives of national business and farm associations, and representatives of professional groups.

The conference reached broad agreement on the basic principle that business firms generally, if called upon to do so, would reduce the number and size of price increases they would normally make in 1970 by ensuring that price increases were clearly less than the amount needed to cover increases in costs at a normal volume of output or sales. More specifically, the conference reached agreement on how this general principle should be interpreted as a guide to the pricing policies followed in particular areas of business—manufacturing, wholesale and retail trade, transportation and utilities, banking and finance, agriculture, and basic export industries, for example. The Commission undertook to check on the degree of compliance with these pricing criteria on the part of business firms by conducting price reviews in a variety of industries. The basis on which such price reviews would be conducted was discussed with those attending the conference, and the Commission was assured that business firms would supply the price review teams with the required information.

At a Federal-Provincial Conference of First Ministers on February 16 and 17, the Commission reported on the results of the meeting with business, farm and professional representatives, and it put before the heads of governments a number of specific suggestions for action on the part of the federal and provincial Governments in support of the price restraint program. In the concluding statement issued at the close of the conference, the heads of governments endorsed the Commission's plan to call upon business firms generally to follow the basic pricing principle adopted the previous week.

The governments undertook to observe the same principle in the prices or fees charged for goods and services offered for sale by government departments and public enterprises. **Although they expressed the hope that government sanctions would not be required, most of the governments represented agreed that, if necessary, they would use whatever means lay within their control to deal with cases of serious non-compliance reported by the Commission.** The governments agreed also to consider the establishment or strengthening of rental review procedures for existing self-contained residential accommodation in major urban centres, and to urge professional associations to postpone or limit increases in existing fee schedules during 1970. Finally, the First Ministers agreed that governments should exercise as much restraint in their spending, taxing and borrowing as is practicable without damaging essential services or retarding economic development.

The Commission was well aware, of course, that what had emerged from these conferences was only a beginning, and that the most difficult stage of the exercise

still lay ahead—namely, to find some way of exerting an effective moderating influence on the size of wage and salary increases. The Commission now had a base, however, from which to exert a limited, but none the less real, restraining influence over price increases. A number of price review teams have been formed, staffed partly with officials seconded from government, and partly with experienced specialists seconded from business firms. Reviews of price and cost increases have been completed in the case of steel rolling mill products, tin plate and glass containers. Similar studies are under way in the case of railway freight rates, copper and copper products, tin containers, coffee, rubber tires, fine papers and duplicating services and supplies. A wide variety of other price increases that have been brought to the Commission's attention have been investigated on an informal basis, and in a number of cases, firms have agreed to defer or rescind such increases. With the co-operation of a growing number of business firms an organized system of price surveillance is being developed.

In the meantime, the Commission resumed active discussions with leaders of trade union organizations in a renewed effort to find a possible basis for obtaining their participation in the restraint program. On March 23, however, the two major labour federations again rejected the principle of wage and salary restraint in annual briefs presented to the Government. At the May conference of the Canadian Labour Congress (L. G., Aug., p. 558) this position was re-stated in equally vigorous terms.

The resolution of some of the less central issues of inflation may have been advanced a bit by recent events. The current inflationary episode has been widely recognized as having somewhat different characteristics than previous ones. In particular, the present inflation has been associated with an unusually long period of uninterrupted economic expansion, and has been both more prolonged and more rapid than previous North American experience of inflation. One widely noted consequence of this has been the ability of capital and labour markets to adapt to progressively changing expectations about the future value of money. Almost any form of contract for the future payment of fixed amounts of money, whether a long-term bond issue or a three-year wage settlement, is now written in figures that can scarcely be explained on any other basis, and which are well outside the range seen in North America for several decades. This has provided new empirical evidence on the question of response to sustained inflation.

In the latter part of 1966 and early in 1967, policy actions taken to check the pace of inflation appeared to be achieving some limited success, but renewed inflationary pressures developed in a few quarters after these efforts had been relaxed. What this particular

Dr. John Young

experience taught us is reflected in the professed dete
mination of our economic managers, both here ar
in the United States, not to repeat what has since con
to be regarded as a premature and excessive relaxatio
of policy restraints. **One can only speculate on wh
would be the effects of a second episode of this ki
in present circumstances, despite all the brave words th
have been uttered about the need to see the proce
through to its conclusion. A clear demonstration tha
for the first time in the history of this part of the worl
inflation had finally got beyond anyone's ability to contr
would put us into a new environment for economic polic**

On the question of how best to attempt to extrica
the economy from an inflation such as we have see
in recent years, it seems to me that the differences amo
the solutions advanced by economists are not very dee
or fundamental. The main issue is between those wh
feel that reliance should be placed solely on measur
such as monetary and fiscal action to check the grow
of demand, and those who feel that such measures mig
usefully be supplemented by some form of direct pre
sure to help scale down the size of price and incom
increases.

Both sides, it seems to me, would grant that any for
of direct intervention of this kind would tend to resu
in a certain amount of distortion of the resourc
allocating function of the price mechanism in ma

ets for goods and labour. Both sides would probably lso agree, however, that such effects were unlikely to e of great moment in the case of a temporary short-run rogram.

he area of disagreement is likely wider on the question f whether the probable effectiveness of such attempts t direct intervention would be worth the trouble. On nis question, I would merely point out that the **issue s not whether prices and incomes policies, in general, o or do not have significant effects. How strong the ffects are must surely depend on the particular form he policy takes, the particular methods employed for nfluencing prices and incomes decisions, and the particu-ar circumstances in which these measures are deployed.** ome methods of intervention are more ambitious, more ngenious, and better calculated to suit the requirements f the situation than others. The more energetic and nventive the attempt to devise effective means of inter-ention, the greater will be the chances of achieving neaningful results.

inance conference

t a meeting of the provincial Finance Ministers and reasurers, held on June 5, Dr. Young asked for the oint support of the federal and provincial Governments n applying criteria to limit increases in wage and salary osts. A press release issued by the Prices and Incomes ommission after the meeting goes on to say that the bjective of the Commission's program is to provide reater assurance of continued progress in reducing the te of cost and price increase. This will make it possible r the federal Government to proceed with the neces-ry monetary and fiscal action to permit the economy assume a more normal growth path, with greater mployment opportunities under conditions of reason-le price stability. The proposal is intended to reinforce e existing program of direct restraint on business icing policies.

he wage and salary criteria are designed to enable mployees as a group to obtain as large an increase their real incomes as the economy is capable of elivering through increased average output per em-oyee, while making continued progress toward rea-nable price stability possible.

n initial upper limit of 6 per cent will apply to first-year creases in wages and salaries, including fringe benefits anted in present circumstances. This initial figure will low for a long-term average improvement in national oductivity of 2½ to 3 per cent a year, together with possible rate of increase in the Consumer Price Index er the next 12 months of 3 to 3½ per cent. The upper mit of 6 per cent is also in line with the average figure for second- and third-year increases becoming effective in 1970 under major collective agreements negotiated in 1968 and 1969.

These initial limits will be subject to reconsideration from time to time in the light of progress and prospects in limiting the rate of increase in prices. In certain cases, wage or salary increases in excess of the announced limits will be justified.

No general exception will be permitted on the grounds that the group of employees concerned has fallen seriously behind the rates of pay achieved by comparable groups.

It is intended that the 6 per cent limit should apply to increases in rates of pay for particular job classifications, and that it should not prevent increases in employee compensation reflecting clear-cut cases of promotion within the job structure, including the completion of probationary periods or stages of apprenticeship.

Improvements in fringe benefits covering contingencies such as sickness or accident will be exempt from the announced limits. Changes in the length of the standard workweek or in paid time not worked, which have the effect of increasing employee remuneration, will be taken into account in the application of the specified limits.

Employers will be encouraged to compensate employees, whose pay increases meet the criteria, in the event that the Consumer Price Index rises by more than 3½ per cent over the first year of such increases. It is suggested that such provision might take the form of re-opening clauses in collective agreements or indexing arrangements.

Employers and employees generally, both in the public and private sector, will be called upon to observe the criteria. Procedures will be established for surveillance of wage and salary increases, and for the review of particular cases at the discretion of the Commission. The findings of such reviews will be made public, and it will be for the government under whose jurisdiction the relevant employee groups fall to take appropriate action to deal with serious cases of non-compliance.

Provincial governments were asked to re-examine the steps that they have already taken to promote restraint in the area of rents and professional fees, as further action along those lines by some provinces will be required to obtain support for the wage and salary restraint program.

Steps in a new direction

Part II

Firms steps in the direction of social action were taken by the Canadian Labour Congress at its eighth constitutional convention, held in Edmonton from May 18 to 22. Although not forgetting the bread-and-butter themes, the executive presented a program that included a broad range of social issues. The first part of the report on the CLC convention was published in the August issue of The Labour Gazette.

Constitution and structure

The committee on constitution and structure put forward resolutions, accepted by the convention, on multi-union bargaining, international unions, affiliations and mergers. The committee urged also that the United Fishermen and Allied Workers' Union be refused membership unless it merged with the Canadian Food and Allied Workers. The Fishermen's application was reported in the August issue of the Gazette.

On the subject of international unions, the convention passed a resolution asking for minimum standards of self-government for the Canadian sections of international unions. These standards include: election of Canadian officers by Canadians; policies dealing with national affairs to be determined by the elected Canadian officers and/or Canadian members; and Canadian-elected representatives to have the authority to speak for the union in Canada.

Another resolution asked the CLC to promote joint union negotiations "on the broadest scale, wherever feasible," and to provide technical and research assistance for multi-union bargaining groups. A further resolution called for the CLC to encourage discussions between unions with overlapping jurisdictions, with a view to co-ordinating bargaining efforts in order to bri about organizational unity in each industry. The Co gress recommended also that unions be encouraged merge, so as to bring about "maximum unity in t Canadian labour movement," and that unions n affiliated with the CLC be urged to do so.

Organization

The organization committee recommended passage resolutions on organizing white-collar workers, on a sisting various professional groups, and on joint discu sion between farmers and workers. The conventi passed a resolution asking that groups of teachers, pr fessors, nurses and others be assisted wherever possib and be invited to become affiliates of the CLC.

The Congress declared that farmers have a right to "ju and decent incomes" and called on unions "to stri to increase opportunities for joint discussion and activi between farmers and workers in as many fields of co mon interest as possible." While asking for increas organizational activity among white-collar workers, t Congress passed a specific resolution urging the feder Government to amend legislation so that the org nization of bank employees could be made possible a regional basis.

Economic policy

The economic policy committee presented a report r commending passage of a wide range of resolutions such things as inflation, taxation and poverty. One maj resolution on the subject of industrial democracy read "Whereas it is inappropriate in a free society for worki people to be subject to authoritarian control in the wo place that would be considered intolerable in the co munity at large; and whereas one of the major historic forces for freedom has been the labour movement; it resolved that **the Canadian Labour Congress press f the application of democratic principles in the work pla by fighting for the extension of collective bargaining remove the unfettered right of management to exerci**

undue control over the work force; be it further resolved that the Canadian Labour Congress, while recognizing that there is a division of functions between labour and management, endorse the extension of collective bargaining to encompass all matters which affect the workers' industrial life, including such things as the impact on workers of technological and other change, with particular emphasis on the legislative enactment of the recommendations of the Freedman report, production plans, future industrial development policies, the curtailment of operations, the methods and processes of operations and pollution control."

Other resolutions called for: the establishment of price review boards; the stopping of further abandonments of rails lines or reduction of passenger train service; a better deal for women who are heads of families; a better deal for Indians, Métis and Eskimos; the end of financial discrimination against part-time workers; improved retraining programs for updating or improving the skills of workers; and measures to guarantee that no foreign-owned or foreign-controlled company be allowed to discriminate in its export policies on the basis of decisions by a foreign government.

The convention called also for the outlawing of all profit-making employment agencies, because they "continue to exploit the earnings of workers whom they place in employment," and their activities "often result in the outright deprivation of fringe benefits and poor working conditions for workers." The convention asked that the CLC request the Canada Department of Labour, in co-operation with the Department of Manpower and the Unemployment Insurance Commission, to establish Employment Advisory Committees on national, regional and local levels.

Fraternal delegates

Joseph Crawford, Fraternal Delegate from the Trades Union Congress of Great Britain spoke about some of the developments that have occurred in British trade unionism since the 1968 CLC Convention. The most important development was the labour Government's Industrial Relations Bill. The Bill attempts to provide a framework of minimum standards in which voluntary collective bargaining can best operate and develop. To this end, the Bill includes provisions such as the introduction of procedures and statutory orders to deal with "19th century employers who still refuse to grant trade union recognition." Other provisions are the new statutory protection for workers victimized for trade union activity or unjustly sacked, and measures to persuade employers to give their workers more information about the operations of their firms for bargaining purposes. Mr. Crawford pointed out, however, that the Bill failed to clear up the confusion about the protection a union has from court actions arising from breaches of commercial contracts. He went on to say that this was not the only development arising out of the debates and arguments following the Donovan report. The TUC had been given increased authority by affiliated unions to intervene and to make rulings on a wide range of inter-union and industrial disputes. Mr. Crawford was critical of managements that shroud their operations in secrecy from their own workers, and he declared that it was only reasonable for workers to be consulted and have negotiating rights on the production and investment decisions that vitally affect their future.

Tensions are developing between union members in the United States and those in Canada. A. F. Grospiron, Vice-President of the AFL-CIO and President of the Oil, Chemical and Atomic Workers International Union acknowledged, in his address to the CLC convention. He affirmed his respect for the legitimate positions of Canadian unionists in affairs peculiar to Canada, and express his belief that international unionism should not impose American viewpoints on foreign affairs upon membership in Canada. Mr. Grospiron stressed the need to preserve a broad basic area of co-operation, but admitted that there might be cases where international unionism has worked to the disadvantage of Canadian workers. He believes, however, that affiliation with his international union has meant more money and better conditions for OCAW members in Canada than they would have gained independently. He believes, too, that conditions of United States members have been enhanced by the accomplishments of Canadian members.

In his address to the CLC, the ICFTU's General Secretary, Harm Buiter, admitted to being very impressed by the awareness the Congress showed of international problems. He expressed concern over the erosion of basic trade union rights in an ever increasing number of countries, and described as deeply disturbing, the tendency of governments in many developing countries to interfere with the growth of indigenous free labour, on the grounds that it constitutes an obstacle to the process of nation-building. He declared that the ICFTU had spared nothing in its efforts to help the workers of the emerging countries to develop and make viable their own democratic free trade unions. Mr. Buiter called for greater efforts in the fields of trade union education and technical assistance, and he stressed the need to help affiliates in the countries concerned, to convince their governments that free trade unions, far from being an impediment to national development, are an indispensable prerequisite to such development. He regretted that the ICFTU was not operating at full strength, and deplored the loss of its largest affiliate, the AFL-CIO.

Attitudes to technological change

The following are highlights of a paper presented by Bernard Wilson, Assistant Deputy Minister of Labour, Canada Department of Labour, at the Montreal Material Management Conference in May.

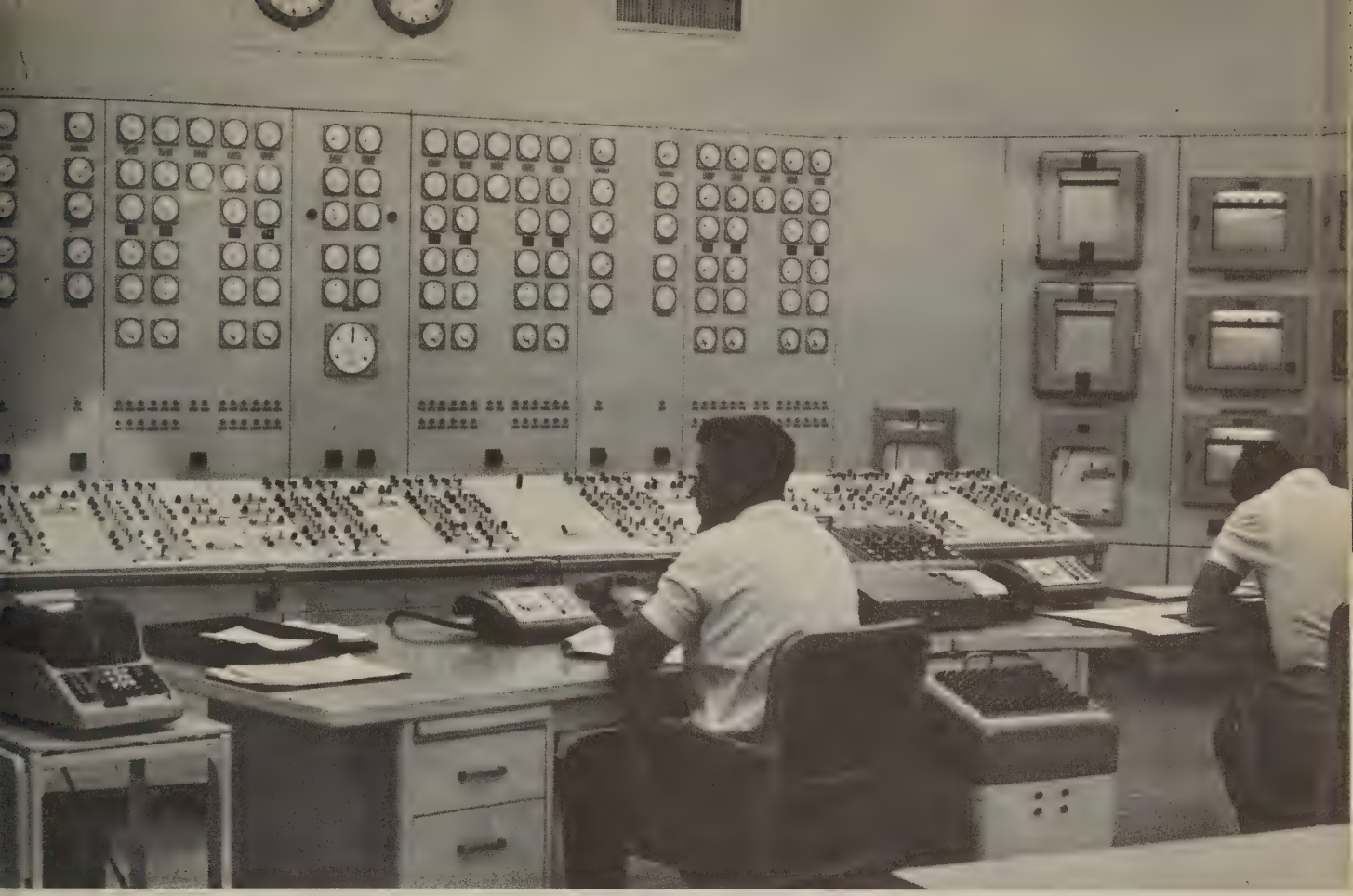
When considering technological change, management is chiefly concerned with such problems as productivity, competitiveness and the survival of the enterprise. Labour, however, is primarily interested in continuing employment, stability and the general welfare of the employees. Governments share the concerns of management and labour, but they also bear the basic responsibility for other problems in the fields of employment and labour legislation that are caused by technological change, particularly that of a swift and sudden nature.

Management and labour in the Western world have maintained the same attitudes toward change since the Industrial Revolution: management has pressed for it relentlessly, and labour has bitterly resisted it. When, during 1956-58, the locomotive firemen, threatened by loss of employment because of the introduction of the diesel-powered locomotive, battled the Canadian Pacific Railway through a conciliation board, a Royal Commission and two national strikes to keep their jobs, they were only doing what had been done many times in the past but with much less success (L. G. 1958, p. 256).

One is reminded of the Luddite disturbances in Englan some 160 years ago. These mass protests were cause by hunger and unemployment arising from the intro duction of steam looms, shearing frames and other ma chines. In 1830, agricultural labourers in England o ganized a protest against the introduction of a ne threshing machine that was cutting off their usual winte employment. Four years later, this protest and accom panying disorders were directly responsible for the sup pression and legal persecution of the small group Dorsetshire agricultural workers known to history as th Tolpuddle martyrs.

Surprising as it may seem, some employers actuall dislike innovation because it disrupts their comfortabl way of industrial life. In such cases, the failure to adju to the competition of changing technology results i bankruptcy and brings on a complete loss of employmen Paradoxically, employment can be disrupted whethe or not an employer keeps abreast of technological inno vation.

Despite the more flexible attitudes adopted by som employers, trade unions and governments, the prevailin upsurge of labour unrest over the past several yea has given rise to the critical appraisal of our industria relations system. Wildcat strike action, defiance of trad union leadership, successive failures to ratify negotiate



settlements—these are only the more drastic ways in which employees indicate their uneasiness.

Governments have to assume responsibility for unemployment, whether or not it is caused by technological change. It must be noted that there is a new type of change that is characterized by the partial or complete elimination of human labour in the production, moving or processing of goods, and in the processing of data and information. There is some belief that the employer who introduces such a change and who presumably benefits from it, should bear the cost—but this is not always possible, particularly in a small enterprise.

Short-run problems of human adjustment demand the Government's immediate attention. The nature of the attention and the action required of governments can be summarized as: an increasing rate of mobility, and the necessity of aid and assistance in bringing workers to job opportunities; the development of new skills and new job categories in automated industry, and the provision of training facilities; the death of old skills and the disappearance of certain job categories, and the need to provide retraining facilities; structural changes in the work force, with increases in the proportions of office, technical and service employees over other groups, and the need for increased training facilities here, too; more difficult occupational adjustment by older workers, and the requirement for intensive retraining; and sharp reductions in hours of work and the development of new methods of remuneration to replace payment by the hour or piece, probably by an extension of salary system, thus requiring extensive revision of wages and hours of work legislation.

In a more general way, governments can also create employment opportunities through tariff revision, tax allowances, and regional development plans. Governments do provide general unemployment assistance through insurance, transitional benefit programs, and welfare assistance, that is also of assistance in situations involving technological change.

Present management practices, trade union activities, and the mechanics of collective bargaining are all under pressure for modification because of rapid technological change. For the past several years, requests have been made to governments for the revision of existing disputes legislation to meet new industrial conditions.

The dominant feature of our industrial relations system is the collective agreement of fixed duration. Our labour relations and disputes legislation is framed to protect

the stability and duration of these agreements. A legally imposed system of arbitration guards against their violation, and a number of provisions are designed to prevent their reopening, except under very special circumstances. On matters not covered by the agreements, employers are deemed generally by arbitrators to have the "residual right" to determine working conditions. This system works very well where working conditions are relatively stable, but this is not often the case today.

Management should not be censured for desiring to retain the present system of fixed-term agreements. It is natural for a party to a collective agreement under our present system of industrial relations to want to preserve its advantage, and it cannot be denied that **management has an advantage if it can unilaterally introduce changes that, in effect, can create working conditions never contemplated by the other party when the agreement was made, and that for practical purposes abrogate the agreement.**

Neither can the trade unions be censured for desiring to discuss, negotiate or bargain when technological change is introduced at a time when, under prese system of industrial relations, their hands are tied fo the duration of the collective agreement. The continue inability of trade unions to come to grips with disput arising from technical innovations can lead only to further defiance of trade union leadership and dire wildcat action by the employees.

Management has lived and grown in Canada by adap ing itself to change—changes in technology, in fisc policy, in taxation, in consumer demand and in innu merable other ways. Adapting to change is the scienc of management. If there is a change in our labou legislation bearing on the introduction of new tech niques, it is to be expected that management will tak that legislative change in its stride and make the nece sary adaptations in industrial relations. Any loss occa sioned by delay in introducing technological chang during the term of an agreement may not be as grea as the loss through labour that will ensue if the prese legislative system supporting collective bargaining rigidly retained in its entirety in the face of the consta technological change that has brought about its obsole cence.

Selection on the basis of individual capacity

"Our purpose today is to explore ways and means to broaden acceptance of the concepts inherent in our age discrimination legislation and to learn about problems of its implementation," Dalton Bales, Ontario Minister of Labour, told more than 200 delegates from management, organized labour and federal and provincial government departments who attended a seminar in Toronto in June. The seminar on the Older Worker in Today's Economy and Community was sponsored by the Age Discrimination Division of the Ontario Human Rights Commission.

The Minister continued, "I dare say we could sum u the concepts by saying: equality of opportunity in em ployment requires that men and women be considere on the basis of their individual capacities and not o the basis of any characteristics generally attributed t a group."

Charles Odell, U.S. Department of Labor, in giving th keynote address, paid tribute to the work of Dr. Leo Koyl, who at Sunnybrook Hospital in Toronto, ha developed a profile for measuring an individual's physi cal and mental capacity for work. The use of this profil

nade possible the matching of workers' capabilities with ob requirements. Mr. Odell stated that Dr. Koyl's work ıad attracted considerable interest in the United States.

The first session dealt with the subject of youth versus ge and was opened by psychologist James F. Hickling, President of Smith, Caldwell, Hickling Limited, Toronto. Mr. Hickling suggested that anyone who judges the uitability of individuals for employment on the sole oasis of chronological age is, at best, a superficial judge.

He stressed that: different age groups have different ontributions to make and we need all of these contri- outions to make our total society work; the young are reative, but rebellious, the middle-aged are efficient, ut cold, the older are stable, but cautious; and an mployer should make his hiring decisions, not on the oasis of chronological age, but in terms of the nature f the task he needs done.

Dr. J. L. Fowler, medical director of Imperial Oil, re- erred to a study on truck drivers made by an affiliate f his company. This study found that a group of drivers ged 40 with 10 years experience had an accident rate ess than half that of their younger counterparts. In fact, lrivers in the 50 to 64 age range—representing 26 per ent of the total group— with at least 15 years experience ıad the best accident-free records of all. In concluding, Dr. Fowler stated that, **in jobs and occupations where udgment, experience and know-how were requisites, and vhere problems of turnover existed, there was good rea- on to give a degree of preference to older workers.**

The afternoon sessions were opened by H. L. Douse, hief, Section on Older Workers, Manpower Utilization ranch, Canada Department of Manpower and Immi- ration. He spoke on pensions, insurance and obsoles- ent skills as barriers to the employment of older work- rs. He pointed out that, as barriers, these three factors ere highly over-rated and stressed instead the positive ıctors inherent in the use of older manpower.

W. Bentley, Superintendent of Pensions, Pension ommission of Ontario, described the growth of pen- ons, pension planning and law in the Province. He xplained that the law today makes it easier for the older employee to terminate and maintain some entitlement to a pension benefit; and, of course, this should make it possible for employers to ease their personnel policies affecting the employment of older workers.

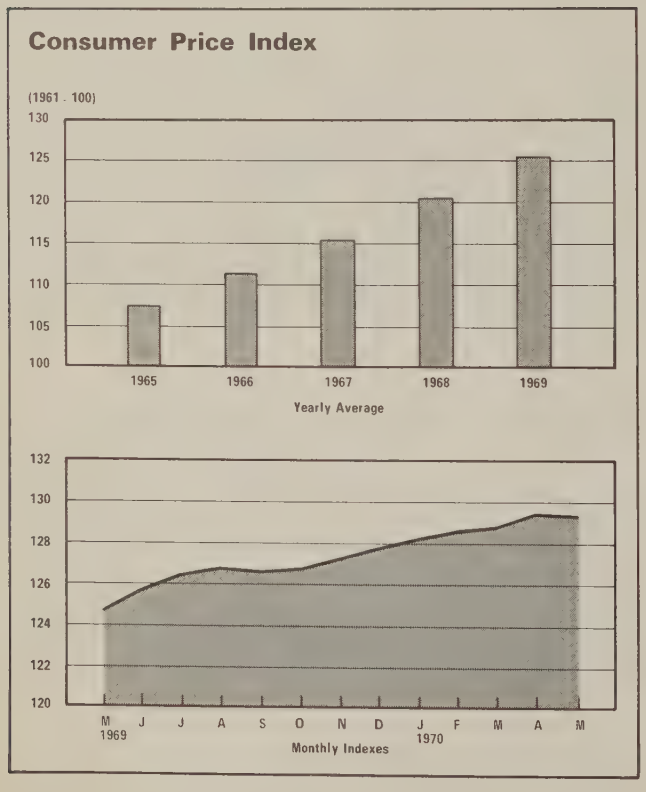
The final session was opened by T. A. Smith, Supervisor, Training and Development, Chrysler Canada Limited. Mr. Smith described as an obvious problem the effect of aging on the efficiency of the individual and called for more study in the areas of industrial medicine and hygiene for the older worker. He also urged more effort in the fields of sociology and the behavioral sciences to determine ways of handling the older worker.

Mr. Smith said that **the constantly changing technology of our times poses a serious problem for the older worker. Machinery changes, changes in techniques, vagaries of the market, all place constant pressure on people to upgrade and update their knowledge and skills.** He said that, in his company, classes in pneumatics, welding, electronics, and all the basic maths, blueprint reading and other subjects necessary to understand a new technology are provided for older workers. The company had found that the swing shift prevented most employees from getting a high school education, so it now had classes in high school subjects on the premises. In concluding, Mr. Smith stressed that the older worker is one of our greatest assets and that the understanding of this statement would provide the insight to handle his problems.

The final speaker, Andrew Andras, Director, Legislation Department, Canadian Labour Congress, pointed out that one serious cause of employer unwillingness to employ older workers lay in the changing technology and in the standards of education that employers established as a prerequisite for hiring. He suggested that it was a moot point whether employers should insist on the relatively high educational standards that they now impose. In many instances, the standards were excessive and reflected exaggerated judgments as to what was required.

In conclusion, Mr. Andras suggested three ways, as far as social policy was concerned, in which unions could act positively. **(1) by pressing for full employment as the surest way of ensuring job opportunity for older and other workers who suffer job discrimination; (2) by helping to police human rights legislation as it pertains to age discrimination; and (3) by exploring the collective bargaining process itself as a means of removing barriers that now exist against the hiring of older workers.**

Price indexes



Consumer, May 1970

The consumer price index (1961 = 100) declined 0 per cent to 129.6 in May from 129.7 in April and w 3.8 per cent higher than in May 1969. This is the fi decline recorded in May since 1962. The decrease the latest index was accounted for by a decline of 0 per cent in the food index. The housing component ro 0.5 per cent; health and personal care and the recreati and reading indexes each rose 0.4 per cent; the tra portation index moved up 0.2 per cent. The index for clothing and for tobacco and alcohol were u changed.

The food index declined 0.9 per cent to 130.3 from 131.5, but was 4.2 per cent higher than a year earlier. Decreases in the price levels of meat, poultry and fresh vegetables accounted for most of the decline. The meat, fish and poultry component dropped 1.7 per cent, with decreases of nearly 5 per cent in the prices of pork and poultry, partially offset by slight increases in the prices of some beef cuts. Vegetable prices declined 1.7 per cent, but were still 8.8 per cent higher than in May 1969. Prices of tomatoes and lettuce declined more than 20 per cent, and those for potatoes and celery increased more than 10 per cent. Egg prices declined 7.5 per cent. Among staple goods, increases were registered for sugar and coffee, but butter declined 0.7 per cent. Prices of fruit items rose 0.3 per cent, with increases in grapefruit and apples more than offsetting a decline in the price of oranges and canned and frozen orange juice.

The housing index rose 0.5 per cent to 130.4 from 129.8 and was 5.0 per cent higher than in May 1969. Rental costs increased 0.3 per cent, and higher prices for new houses and repairs advanced the home-ownership component 0.8 per cent. Among household operation items, the price of home furnishings rose 0.3 per cent, mainly as a result of a 0.9 per cent increase in furniture prices.

The clothing index was unchanged from the April level of 126.8, but was 2.4 per cent above the level of May 1969. A decrease of 0.1 per cent for men's wear offset increases of 0.3 per cent for children's wear and 0.4 per cent for footwear. Prices for women's wear were unchanged from the previous month.

The transportation index rose 0.2 per cent to 124.8 from 124.6 and was 3.7 per cent higher than in May 1969. Higher automobile insurance rates in British Columbia and New Brunswick, and increased prices for lubrication in Nova Scotia contributed to an increase of 0.2 per cent in the automobile operation index. The travel index rose 2.8 per cent because of seasonal increases in train fares.

The health and personal care index rose 0.4 per cent to 139.8 from 139.3 and was 4.2 per cent higher than in May 1969. The price of health care was generally the same as in April, but personal care rose 0.8 per cent as a result of higher prices for toiletries, ladies' hairdressing and men's haircuts.

The recreation and reading index increased 0.4 per cent to 130.1 from 129.6 and was 2.1 per cent higher than a year earlier. The prices of toys and games rose 0.9 per cent, and some increases in the price of Toronto newspapers advanced the reading index by 1.2 per cent.

The tobacco and alcohol index was unchanged from the April level of 126.5 and was 0.6 per cent higher than in May 1969.

City consumer, May 1970

The consumer price index (1961 = 100) increased in five regional cities and city combinations, declined in three and was unchanged in two. The movements ranged from an increase of 0.6 per cent in Halifax to a decrease of 0.5 per cent in St. John's.

Food prices were generally lower across the country, with declines in seven of the 10 food indexes. Increased rents and higher prices for household operation were mainly responsible for the rise in the housing indexes in most cities. Clothing components rose fractionally in five cities, declined in two and remained unchanged in three. There were advances in most transportation indexes, reflecting seasonally higher rail fares. Recreation and reading indexes recorded increases for all but three regional cities.

Health and personal care components rose in six cities, declined in three and were unchanged in Saskatoon-Regina. Tobacco and alcohol indexes were unchanged in most cities, and registered minor changes in the remainder.

Regional consumer price index point changes between April and May were: Halifax +.7 to 125.2; Vancouver +.3 to 123.4; Winnipeg +.2 to 127.3; Saint John +.1 to 123.6; Saskatoon-Regina +.1 to 122.2; Toronto no change from 127.5; Edmonton-Calgary no change from 124.7; St. John's −.6 to 121.8; Montreal −.3 to 124.4; Ottawa −.2 to 127.4.

Wholesale, May 1970

The general wholesale index (1935 – 39 = 100) declined 0.3 per cent in May to 288.6 from 289.5 in April, and was 1.9 per cent higher than the May 1969 index of 283.1. Five of the eight major group indexes declined, and three advanced.

The wood products group index declined 1.5 per cent to 377.5 from 383.1 in response to lower prices for fir and hemlock. A decline of 0.7 per cent to 292.8 from 294.8 in the non-ferrous metals products group index was attributable to lower prices for silver and tin. The animal products group index declined 0.6 per cent to 329.8 from 331.7 reflecting lower prices for fresh and cured meats and fishery products. Declines of 0.2 per cent or less occurred in the textile products group index to 257.7 from 258.1, and the non-metallic minerals products group index to 214.3 from 214.4.

The vegetable products group index increased 0.5 per cent to 239.3 from 238.1 on higher prices for potatoes, and sugar and its products. There were slight advances in two major groups—iron and its products to 307.0 from 305.8 and chemical products to 224.5 from 224.3.

Farm products prices

The index of Canadian farm products at terminal markets (1935 – 39 = 100) advanced 1.3 per cent to 279.2 from 275.6 in the three-week period between May 1 and May 22. The animal products index moved up 1.1 per cent to 363.1 from 359.2.

British retail, March

The British index of retail prices (January 16, 1962 = 100) was 137.0 at March 17, compared with 136.2 at February 17 and 130.3 at March 18, 1969. The increase was due to a rise, largely seasonal, in the average prices of many goods and services, including potatoes and other fresh vegetables.

The index for foods, the prices of which show significan seasonal variations—home-killed lamb, fresh an smoked fish, eggs, fresh vegetables and fresh fruit—wa 147.7, compared with 142.7 in February. The index fo the food group as a whole rose by 1.0 per cent, to 137.(compared with 136.3 in February.

The index for the housing group as a whole rose 0. per cent to 152.2, compared with 151.4 in Februar mainly as a result of rises in the average level of price of materials for decorators and of rents for unfurnishe dwellings.

There were increases in the average level of prices most articles of clothing and footwear. The index fo this group as a whole rose by more than 0.5 per cer to 121.7, compared with 120.9 in February. Mainl because of an increase in the average level of price of second-hand cars, the index for the transport an vehicles group as a whole rose nearly 1.0 per cent t 127.5, compared with 126.4 in February.

The index for the services group as a whole rose b about 1.0 per cent to 149.5, compared with 147.9 i February, mainly as a result of an increase in th average level of television set rentals. There was a ris of about 0.5 per cent in the average level of prices i the group "meals bought and consumed outside th home," and the index rose to 140.5, compared with 139 in February.

Federations of labour conventions

Two provincial federations of labour—Manitoba and New Brunswick—held their annual conventions in June. The Manitoba Federation passed resolutions on pollution, auto insurance and minimum wages. The New Brunswick Federation passed resolutions on proper sewage and the removal of all water and air pollutants. Both conventions rejected the Prices and Incomes Commission's 6 per cent ceiling on wage increases.

Manitoba

The Manitoba Federation of Labour, at its 16th annual convention, rejected the newly announced limitation of a 6 per cent ceiling on wage increases and supported an emergency resolution condemning the validity of the recommendations by the Prices and Incomes Commission. Approval of the resolution followed a debate during the three-day, June convention in Winnipeg. The Federation is opposed to wage controls without similar controls for profit-making and other non-employee income sources, including rents. The resolution also called on the federal Government to require immediately that no price increase of any kind be permitted without prior negotiation and justification before a public tribunal.

The delegates approved resolutions to press the federal Government to discourage the practice of private employment agencies that make "considerable profit" on the wage rate paid by employers, and to make Canada Manpower the only employment agency. Other resolutions approved included the early introduction of government auto insurance, establishment of a permanent pollution committee, inclusion in medicare of free drugs, medication and optical requirements, and medicare coverage of all students regardless of age. A resolution from the United Steelworkers of America called for a suspension of the Churchill Forest Industries at The Pas until facilities to prevent pollution of the Saskatchewan River are found. The Federation requested also that the provincial Government test the validity of a contract between The Pas and Churchill Forest Industries.

Another resolution asked the provincial Government to approve a program that will create proper sewage plants in all Manitoba towns and cities, and to press also for government regulations that will make it mandatory for the removal of all water and air pollutants from operations by any company in Manitoba. The Federation further requested that the Government amend the Workmen's Compensation Act to make the ceiling on claims $9,000 (present ceiling $6,000) and to bring compensation to 100 per cent from 75 per cent of earnings. The delegates called also for legislation that would require all vendors of beverage containers to put a charge on containers and allow refund on empties, and they asked that trucks and heavy transports be taken off highways on weekends, to give drivers a rest.

Manitoba Premier Ed Schreyer admitted to convention delegates that the Government had not gone "quite as far as labour would have wished it to do with respect to the minimum wage." The present minimum hourly wage of $1.35 goes to $1.50 on October 1; the Federation's aim is to raise wages to $2 at once. A resolution calling for a $1.75 an hour minimum for all the province except the north "where it should be $2" was revised to read "$2 for all workers in the province over the age of 18."

H. L. Stevens, of the United Steelworkers of America, was re-elected President of the Federation at the convention. Re-elected also were Bernard Christophe, Secretary Treasurer, and Joseph H. Wilford, First Vice-President. Mr. Christophe manages the Retail Store Employees' Union and Mr. Wilford is International Representative of the Canadian Food and Allied Workers. T. E. Fick, Transit Union, and R. J. (Bud) Henderson were re-elected as the two Winnipeg Vice-Presidents. Provincial Vice-Presidents are Morris Hamilton for Brandon; Horace Cockerill for Flin Flon and district; Albert Pohl for Pine Falls; William Hendry for Selkirk, and Dale Tilling for Thompson and district.

New Brunswick

The delegates to the 14th annual convention of the New Brunswick Federation of Labour in June approved resolutions seeking: provincial Government control of New Brunswick Telephone Company; government financial assistance to doctors and dentists wishing to practise in small communities; and the establishment of a provincial compulsory car insurance scheme.

Other resolutions included a demand that the minimum wage be raised from $1.15, general minimum, and $1.25 minimum in the primary transportation, construction, mining, forest, sawmill and related enterprises, to $2 an hour; that employees covered by the Vacation Pay Act receive 8 per cent vacation pay annually and that employers in general be required to pay at least 6 per cent vacation allowance instead of the current 2 per cent minimum; that the provincial Government remove the "maximum clause" from compensation benefits legislation, and pay benefits of 75 per cent of the worker's total wages; and that an industrial inquiry commission be set up to determine if unfair labour practices exist.

Resolutions were adopted calling for: unions to negotiate a 36-hour workweek in all future contract talks; the amendment of the Labour Relations Act so that employees have the right to strike on the date their contract expires, independent of conciliation applications; the establishment of a provincial lottery; a police academy to train all municipal police; improvements at Saint John Airport; and condemnation of the Garnishment Act that now allows a creditor to garnishee all but $35 of a worker's salary. The delegates demanded also that noise in pulp and paper mills stay below the danger level of 85 decibels; that all diesel oil-burning vehicles in New Brunswick be equipped with exhaust fans; that the provincial Government tax all raw materials exported from New Brunswick, in order to protect and develop industry; that all apprenticeships include safety training; that the provincial Government be pressured to replenish rivers with hatchery-raised fish, and that the trout season be closed on September 1 to protect spawning fish.

A resolution calling for the re-establishment of Grade 13 was referred back to the resolutions committee for further study. Two scholarships of $1,500 each will be made available to members of labour movements in New Brunswick to take courses at the Labour College of Canada, R. P. Campbell, Deputy Minister of Labour announced during the convention.

New executive members of the New Brunswick Labour Federation were chosen during the convention. Elected were: Paul LePage, of Bathurst, President; J. Eric Pitre, Vice-President for Goucester County; Chester McNair, Vice-President for Restigouche County; Phillip Booker, Vice-President for Carleton, York and Sunbury Counties; Timothy McCarthy, Vice-President for Northumberland and Kent Counties; Alvin Blakely, Vice-President for Kings, Westmorland and Albert Counties; Fred Hodges, Vice-President for St. John, Charlotte and Queens; Roland Blanchet, Vice-President for Madawaska and Victoria Counties; Gregory Murphy, of Moncton, as Secretary-Treasurer; and Mrs. Anne Laird as the Federation Trustee.

Steelworkers meet

A proposal that Canadians take control of their own union affairs was discussed during a two-day Canadian Steelworkers convention in Edmonton in May. But most of the speakers opposed a plan to set up a separate Canadian strike fund as proposed earlier by Jean Gerin-Lajoie, Director of the Québec and Atlantic Provinces district of the United Steelworkers of America. Instead, the delegates proposed that the international union increase strike fund dues for all members to build larger reserves. Last year, strikes by nearly 40,000 Canadian Steelworkers cost the international fund $12,279,385, with only $4,070,548 coming from contributions by Canadian members. The delegates passed a resolution calling on Canadian Director William Mahoney to draw up a new strike-assistance plan for the Steelworker conference this October. Under the present constitution, Canadian Steelworkers cannot change union structure without approval of an international convention.

The delegates passed also a resolution demanding that the cost of pollution clean-up operations be forced upon the interests that profit from activities that cause pollution, and that trade unions use their influence and resources to bring pollution under control. Another resolution passed called for a "full public inquiry into wages, prices, profits, interest rates, rents and other ingredients of our economy" to combat inflation. Chartered banks and trust companies are the real cause of inflation because of exorbitant interest rates and not wage increases won through negotiations last year, the delegates said. The Steelworkers union will press for pensions of 75 per cent of normal pay after 30 years service regardless of age, and the union is striving for retirement of workers at full pension as early as at age 48. Union executives rejected demands for a 32-hour week, but said that emphasis during contract bargaining should be on a shorter work year.

Legal decisions

In court decisions reviewing administrative rulings, the Ontario Court of Appeal found it incorrect to interpret "same work" as "identical work" and upheld an equal pay determination under the Ontario Employment Standards Act. The Quebec Superior Court ruled that a shipping company was extra-provincial. The Saskatchewan Court of Queen's Bench decided that the Saskatchewan Labour Relations Board, having authority to conduct a vote in a "final offer," had jurisdiction to determine the terms of the final offer.

Ontario Court of Appeal

The Ontario Employment Standards Act provides that no employer shall discriminate between his male and female employees by paying a female employee at a rate less than a male employee for the same work performed in the same establishment, the performance of which requires equal skill, effort and responsibility, and which is performed under similar working conditions. Exceptions are allowed in the case of a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or a differential based on any factor other than sex. **Under the authority of the Act, the Director of Employment Standards Branch of the Ontario Department of Labour made a determination that female nurses aides and male orderlies employed at an old people's home operated by the Municipality of Metropolitan Toronto were performing equal work but were receiving unequal pay. The Director ordered the municipality to pay the accumulated unpaid wages due to the nurses aides.** This determination was reviewed and affirmed by the Executive Director of Manpower Services for the Ontario Department of Labour.

On application from the municipality, a judge of the Ontario Supreme Court quashed the order and determinations of the two Department of Labour officers; he found that they had erred in law by interpreting the equal pay provision to mean that it applied to cases in which men and women "were doing work that was not the same but substantially of the same character." This decision was appealed.

Mr. Justice Jessup, speaking for the Ontario Court of Appeal, understood the officers to have held in their determinations that the work of the orderlies and nurses aides was "patently of the same nature or kind" and that the criteria for determining whether the work was the same within the meaning of the equal pay provision were "equal skill, effort and responsibility under similar working conditions." The judge who quashed their determinations, Mr. Justice Jessup said, would have found error in law in any event because his interpretation of the equal pay provision would have required that employees not only perform the same work but that they must have been engaged to perform the same work, and because that judge's view was that "same work" meant identical work.

In Mr. Justice Jessup's opinion, the officers had not erred in law; he found that the equal pay provisions applied to work of the same kind or nature performed by females or males for an employer in the same establishment, the performance of which requires equal skill, effort and responsibility and is performed under similar working conditions. To interpret "the same work" to mean "the identical work" would render "similar working conditions" redundant. Further, Mr. Justice Jessup found that it is the work being performed by male or female employees, not their terms of hiring, that invokes the equal pay provision.

The findings of fact made by the officers were not reviewable; there was no error of law alleged. The equal pay order and determinations of the Department of Labour officers were upheld. **Toronto (Metropolitan) v. Howard and Warren for Dept. of Labour,** decided April 16, 1970, 70 CNLC, para. 14,030.

Quebec Superior Court

The Canadian Marine Officers' Union applied to the Canada Labour Relations Board in May 1968 for certification as bargaining agent for a unit of licensed engineers employed on ships owned or rented by Agence Maritime Inc. The company challenged this application, claiming that the board did not have jurisdiction, but, in July 1969, the board rejected the company's clair found that the engineers in the proposed unit we employees in an undertaking to which the federal I dustrial Relations and Disputes Investigation Act a plied, and certified the union. The company applied t the Québec Superior Court for a writ under the Québe Code of the Civil Procedure to quash the board's orde

Alleging that it was an intraprovincial undertaking, th company argued that the Québec Labour Relation Board had always had jurisdiction over its ship crews that its vessels operated only within the territorial limit of the province of Québec; and that the Canada Labou Relations Board had no jurisdiction to hear and gran an application for certification of employees who, ac cording to the work they performed, came within th jurisdiction of the Québec board. The company referre to **Agence Maritime Inc. v. Canada Labour Relation Board and Seafarers' International Union** (L. G., Fe 1970, p. 150), a case arising from a certification appli cation for a different group of the company's employees in which the Supreme Court of Canada decided tha the company was operating within the Province o Québec and did not come under the jurisdiction of th Canada Labour Relations Board.

The judge in the case at bar, Mr. Justice Laroche, re called that in the **Eastern Canada Stevedoring** case (L G. 1955, p. 952), the Supreme Court of Canada ha said that the degree to which the federal Act applie to employees of an undertaking would depend on th circumstances of a particular case. In order to kno if the board had exceeded its jurisdiction in this particu lar case, the actual character of the company's activitie must be found. Mr. Justice Laroche was of the opinio that reliance on the facts alleged by the company i its application to quash the board's order would resul in a finding that the company was intraprovincial an that the board had exceeded its jurisdiction. When testi mony of the company's vice-president/general manage was taken into account, however, the actual characte of the company's undertaking was no longer the same.

There was evidence that four extraprovincial trips were undertaken by the company in 1968. In advertising mate rial, the company described itself as "serving ports o the St. Lawrence River, Great Lakes and Atlantic Coas comprising polar ships for ice navigation on the St Lawrence and in the Arctic" and as serving Montréal

Québec and "all Arctic ports." The vice-president/general manager answered affirmatively when asked whether the company submitted tenders to businesses and government for the transport of cargo outside the limit of Québec. In 1968, the company held "home trade" certificates for four vessels, two of which were owned by it. Under the Canada Shipping Act, a "home trade voyage" means a voyage between places within Canada, the continental United States, St. Pierre and Miquelon, the West Indies, Central America and the northeast coast of South America. For the services that it renders, the company had received a federal grant of $43,000 from the Canadian Transport Commission.

Mr. Justice Laroche concluded that the company was offering and providing an extraprovincial service in a continuous and regular manner (de façon constante et ininterompue) to all those requesting such service. He referred to decisions of the Ontario High Court in the **Tank Truck Transport** case (L. G. 1961, p. 159; affirmed on appeal, (L. G. 1963, p. 611) and the **Liquid Cargo Lines** case (L. G. 1965, p. 435). The company's application to quash the certification order of the Canada Labour Relations Board was refused. **Agence Maritime Inc. v. Conseil canadien des relations ouvrières et Le Syndicat canadien des officiers de la marine marchande,** decided May 15, 1970 (unreported).

Saskatchewan Court of Queen's Bench

In 1969 the Saskatchewan Trade Union Act was amended to provide that, when a strike has continued for 30 days, the union, the employer or an employee involved may apply to the labour relations board to conduct a vote to determine whether a majority of voting employees favour acceptance of the employer's final offer and a return to work. A union, whose members had been on strike from March to September 1969, applied to the board for such a vote, alleging that a final offer had been made on October 15, 1968. The company, in its reply to the application, said that its final offer had been made on August 11, 1969. **In written reasons for judgment, the board ordered the vote, but said that it did not have jurisdiction to determine the terms of the final offer or when the offer had been made.**

Claiming that the board had exceeded its jurisdiction or was without jurisdiction and so erred in law on the face of its order, the company applied to the Queen's Bench Court for certiorari to quash the board's order. The question before Mr. Justice MacDonald was whether the board, by declaring its lack of jurisdiction to decide the terms of the final offer, was refusing to perform its duty under the Act. The judge found that the Act did not deal in plain words with the question of the "final offer." The union involved argued that the Saskatchewan legislature had overlooked determination of the final offer and had not given the board jurisdiction to decide. The company argued that the whole purpose of the provision for a vote on the final offer would be defeated if the board did not determine the final offer prior to having a vote taken. The board's power to make the determination, the company said, lay in another section of the Act under which the board may receive such evidence and information as, in its discretion, it may deem fit and proper.

Mr. Justice MacDonald said that it was not possible to hold a vote unless someone decided what was the final offer. If this was the board's responsibility, its refusal to decide would be an error in law affecting its jurisdiction. In **Board of Prince Albert School Unit No. 56 v. National Union of Public Employees, Local 832** (L. G. 1962, p. 1395), it was found that the labour relations board could not make orders determining the appropriate unit of employees or which union represents a majority of employees under the Saskatchewan Trade Union Act unless it had a right to determine who are "employees." Applying this reasoning in the case at bar, Mr. Justice MacDonald said that the board, having authority to conduct a vote on the final offer, had jurisdiction to determine what was the final offer. Its order for a vote was quashed. **Smith-Roles Ltd. and the Labour Relations Board (Saskatchewan) and the United Stone and Allied Products Workers of America, Local No. 200,** decided October 31, 1969, 60 CLLC, para. 14, 225.

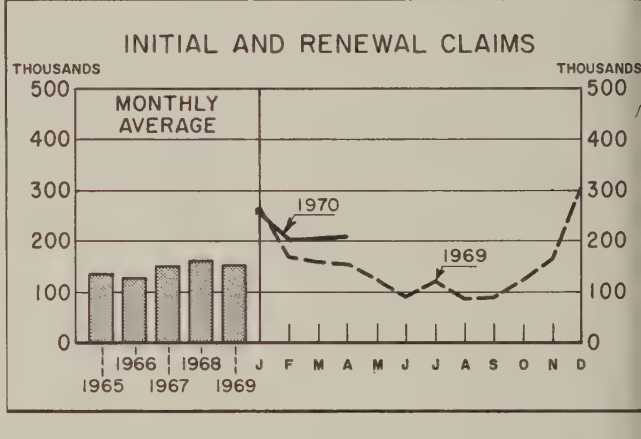
Unemployment insurance report

A total of 208,862 initial and renewal claims were filed in Canada during April 1970, an increase of 6,098, or 3 per cent, over March 1970 and an increase of 53,440, or 34 per cent, over April 1969. All provinces except Ontario shared in the increases over March in the number of claims filed. Increases ranged from 9 per cent in Manitoba and Saskatchewan to 33 per cent in British Columbia. Ontario experienced, for the fourth consecutive month, a decrease in the number of claims filed.

In a comparison with the number of claims filed in April 1969, all provinces had increased counts. For the second consecutive month, the provinces of the Atlantic Region showed the smallest increases, with no change exceeding 21 per cent. The most notable increases occurred in Alberta and British Columbia, where claim increases over last year were 69 per cent and 66 per cent.

As a result of a decrease of 47 per cent in the renewa claims filed in Ontario in April, renewal claims in Can ada were 11 per cent fewer than in March. Initial claim prompted by increases in all provinces except Ontario where a marginal decline was experienced, increased per cent. Compared with April 1969, the number o initial and renewal claims filed were substantiall greater this month in most provinces.

Claimants for unemployment insurance totalled 690,72 on April 30, 1970, a decrease of 2 per cent from th total on March 31. This is the first month-over-month decrease in the claimant count since August 1969. Al though the claimant count traditionally rises in winte months as a response to seasonal factors on the labou



market, the decrease in the claimant count usually comes somewhat earlier in the spring than this year.

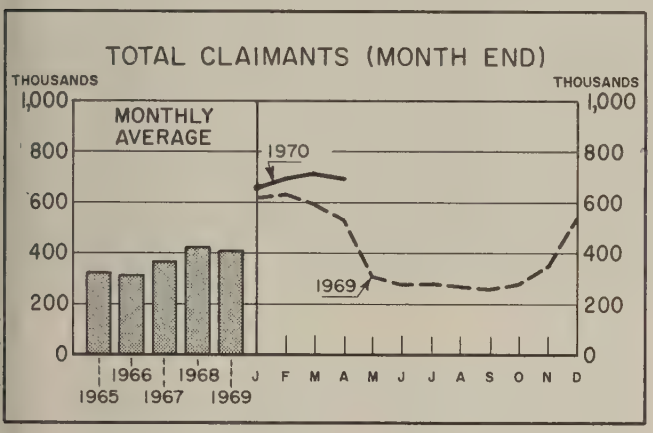
The April claimant count, compared with that o March, was lower in all provinces except Alberta and British Columbia, where the counts increased 4 per cent and 5 per cent. The greatest decreases, 13 per cent to 18 per cent, took place in the Atlantic Provinces.

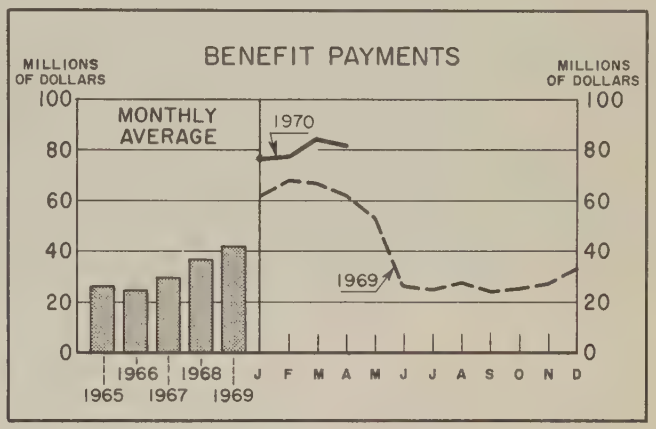
The claimant count for April was 31 per cent higher than the equivalent count in April 1969. For no month during the past 16 months have the year-over-year changes in the claimant population deviated by as great a proportion as this month. As in previous months, the greatest increases over the 1969 count occurred in Ontario, Alberta and British Columbia, which each had increases exceeding 40 per cent.

The average number of beneficiaries per week during April was estimated to be 513,100, a decrease of 3 per cent from 528,000 in the preceding month, but an increase of 31 per cent from the April 1969 estimate of 392,200. Benefit payments totalled $81,000,000 in April 1970 compared with $84,000,000 in March and $61,900,000 in April 1969. Average weekly benefit paid in April was $35.08, marginally lower than the $35.36 paid in the previous month, but higher than the $31.56 paid in April 1969.

New cases of recorded unemployment totalled 80,900 during March, an increase of 37 per cent over the 59,000 cases recorded in March 1969. All sectors with the exceptions of transportation and public administration experienced increased numbers of claims compared with March 1969. Claim increases from three sectors—forestry, manufacturing and construction—were equivalent to 80 per cent of the total increase.

In the forestry sector, claim increases in the provinces of Québec and British Columbia predominated, accounting for 84 per cent of total sector increase. In the manufacturing sector the situation was somewhat similar, with increases over last year in two provinces—Ontario and Québec—accounting for 74 per cent of the total sector increase. Of the increase in the construction sector, 73 per cent resulted from approximately equal claim increases in the provinces of Québec, Alberta and British Columbia.





Summary Table

Activity	April 1970	March 1970	April 1969	Cumulative Data: January to April 1970	Cumulative Data: 12 months ending April 1970
		(in thousands)			
Insured population at end of month	—	5,718	5,499	—	—
Initial and renewal claims filed:					
Total	209	203	155	879	1,984
Initial	158	146	120	671	1,489
Renewal	51	57	35	208	495
Claimants currently reporting to local offices	691	705	527	687*	420*
Beneficiaries (weekly average)	513	528	392	535*	323*
Weeks compensated	2,309	2,376	1,961	9,079	16.596
Benefit paid	81,008	84,019	61,891	304,160	561,187
Average weekly benefit	$35.08	$35.36	$31.56	$33.50	$33.81

* Monthly average.

Certification before the CLRB

The Canada Labour Relations Board met for three days during June. It granted nine applications for certification, rejected two, ordered two representation votes in certification proceedings, and one vote in revocation proceedings. It also granted one request for review of an earlier decision, two applications for revocation of certification, and rejected one application for revocation of certification. During the month the Board received 14 applications for certification and one request for review of an earlier decision.

Applications for certification granted

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of The City of Whitehorse, Whitehorse, Y.T. (L. G., Aug., p. 582). The Canadian Union of Public Employees had intervened.

General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Norton Cargo Limited, Winnipeg, Man. (L. G., June, p. 442).

United Transportation Union, on behalf of a unit o locomotive engineers employed by the National Har bours Board at the Port of Montreal (L. G., July, p 508). The Brotherhood of Locomotive Engineers ha intervened.

International Union of Operating Engineers, Local 793 on behalf of a unit of employees of the St. Lawrenc Stevedoring (Western) Limited, Seaway Terminals Di vision, Hamilton, Ont. (L. G., June, p. 442). The Inter national Longshoremen's Association, Local 184 (Toronto) and Local 1654 (Hamilton) had intervened.

United Brotherhood of Carpenters and Joiners o America, Local 2499, on behalf of carpenters employe at Watson Lake, Y.T. by Parkins Construction Limited Edmonton, Alta. (L. G., June, p. 442).

Association of Canadian Television and Radio Artists, on behalf of a unit of staff announcers and certain other employees of Bushnell Communications Ltd. CJOH-TV, Ottawa, Ont. (L. G., June, p. 442).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the M.V. "Congar" by Johnstone Shipping Ltd., Toronto, Ont. (L. G., July, p. 508).

Building Material, construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of sales clerks employed by Builders Supplyland (Division of Stratford Motel (Yukon) Ltd.), Whitehorse, Y.T. (L. G., Aug., p.).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of drivers employed by M. J. Kaminsky Transport Ltd., Edmonton, Alta. (L. G., Aug., p. 583).

Applications for certification rejected

Professional Transport Workers' Union of Canada, applicant, and Maccam Transport Ltd., Moose Jaw, Sask., respondent (employees at Saskatoon terminal) (L. G. May, p. 372). The application was rejected because the Board did not consider a unit of drivers working out of the Saskatoon terminal of the company to be appropriate in view of the manner in which the company's operations are carried on.

Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Old Colony Lodge 443, applicant, and Canadian National Railways, Montreal, Qué., respondent (clerks, Roadcruiser Service, Nfld.) (L. G., Aug., p. 582). The application was rejected because it was not supported by a majority of the employees affected in a respresentation vote conducted by the Board.

Representation voted ordered

Canadian Merchant Service Guild, applicant, and Pacific Hovercraft Ltd., Vancouver, B.C., respondent Returning Officer: A. A. Franklin (L. G., Jan., p. 58).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant and intervener, Canadian Brotherhood of Railway, Transport and General Workers, applicant and intervener, K.N.R. Truck Lines, Vancouver, B.C., respondent (line drivers), and George A. Vold, et al., interveners (L. G., June, p. 442; July, p. 508). The Board directed that the names of both applicants appear on the ballot (Returning Officer: A. A. Franklin).

Representation vote ordered—revocation

W. O. McCamon, applicants, McKee Moving & Storage Co. Ltd., Saskatoon, Sask., respondent, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L. G., July, p. 508) (Returning Officer: A. E. Koppel).

Request for review

Under Section 61(2) of the Act the Board granted a request for review by the Office and Technical Employees' Union, Local 15, Office and Professional Employees International Union, seeking amendment of certificates issued to it as bargaining agent of units of clerical employees employed at Burnaby and Cranbrook, B.C., by Millar & Brown Ltd., Cranbrook, B.C. (L. G., July, p. 508). The Board granted the request by way of amending the certificate covering employees at the Burnaby, B.C. terminal. The certificate was amended to show the present name of the union as bargaining agent and the bargaining unit was enlarged to include general clerks employed at the company's terminals in Nelson, Trail, Kelowna, Penticton and Kamloops, B.C.

Applications for revocation granted

The Board granted applications made by Neil W. Campbell, et al., and Wayne Wasylenko, et al., for revocation of two orders of the Board dated August 11, 1966, which certified the Building Service Employees' International Union, Local 308 (now Service Employees' Internationa Union, Local 308) as bargaining agent for two units of employees of Atomic Energy of Canada Limited employed at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (L. G., July, p. 508).

Application for revocation rejected

Thomas J. McAllister, et al., applicants, Hunt Transport Ltd., Burnaby, B.C., respondent, and General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (L. G., Aug., p. 583). (Reasons for judgment published as Supplement No. 5, 1970).

Applications for certification received

National Association of Broadcast Employees and Technicians, on behalf of a unit of technical department employees of Lethbridge Television Ltd. (CJLH-TV), Lethbridge, Alta. (Investigating Officer: A. A. Franklin).

Syndicat des Journalistes de Montréal Inc., on behalf of a unit of employees of CKJL, Radio-Laurentide Inc., Saint-Jérôme, Qué. (Investigating Officer: S. T. Payne).

Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Art Smith Construction Co. Ltd., Whitehorse, Y.T. (Investigating Officer: A. A. Franklin).

Chauffeurs, Teamsters and Helpers, Local Union 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Harvie Wilkening, operating under the name of Harv Wilkening Transport, Regina, Sask., (Investigating Officer: A. E. Koppel).

Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and helpers employed by J. Brault Inc., St-Jean, Que. (Investigating Officer: R. E. Bouchard).

Tunnel and Rock Workers' Union, Local 168, La bourers' International Union of North America, on be half of a unit of personnel of Haste Mines Developmer Ltd., Vancouver, B.C., employed in the Northwes Territories (Investigating Officer: A. A. Franklin).

Tunnel and Rock Workers' Union, Local 168, La bourers' International Union of North America, on be half of a unit of employees of Canadian Mine Service Ltd., Vancouver, B.C., employed in the Northwes Territories (Investigating Officer: A. A. Franklin).

Brotherhood of Railway, Airline and Steamship Clerks Freight Handlers, Express and Station Employees, o behalf of a unit of freight handlers employed by Val leyfield Dock & Terminal Co. Ltd., Valleyfield, Que (Investigating Officer: R. E. Bouchard).

Tunnel and Rock Workers' Union, Local 168, La bourers' International Union of North America, on be half of a unit of employees of Canadian Mine Service Ltd., Vancouver, B.C., employed in the Yukon Territor (Investigating Officer: A. A. Franklin).

Tunnel and Rock Workers' Union, Local 168, La bourers' International Union of North America, on be half of a unit of employees of Haste Mines Developmer Ltd., Vancouver, B.C., employed in the Yukon Territor (Investigating Officer: A. A. Franklin).

General Truck Drivers Union, Local 938, Transpor Drivers, Warehousemen and Helpers Union, Local 106 Teamsters, Chauffeurs, Warehousemen and Helpers Local 880, of the International Brotherhood of Team sters, Chauffeurs, Warehousemen and Helpers of Amer ican, on behalf of a unit of employees of Bulk Carrier Ltd., Cooksville, Ont. (Investigating Officer: H. A. Fish er).

Hotel and Restaurant Employees' and Bartenders' In ternational Union, Local 662, on behalf of a unit o personnel employed in Marcom and Dockyard Man agement Coffee Shops by Canadian Forces Exchang System (C.F.E.S.) Canex, Halifax, N.S. (Investigatin Officer: C. A. Ogden).

Truckers, Cartagemen, Construction and Building Material Employees, Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Atco (Western) Ltd., Calgary, Alta. (Investigating Officer: A. A. Franklin).

Le Syndicat des Journalistes de Montréal Inc. (CSN)-Section CHEF, on behalf of a unit of employees of La Voix de l'Est Limitée—Department CHEF, Granby, Que. (Investigating Officer: R. E. Bouchard).

Request for review

The Board received a request for review under Section 61(2) of the Act seeking amendment of the Board's order of February 13, 1959, as amended April 30, 1963, which certified the Civil Service Association of Canada (now the Public Service Alliance of Canada) as bargaining agent for a unit of employees of Eldorado Mining and Refining Limited (now Eldorado Nuclear Limited). The union requests that the Board's order be amended to name the Public Service Alliance of Canada as the bargaining agent (L. G., 1959, p. 386; L.G., 1963, p. 502).

Conciliation before the minister of labour

During June the Minister of Labour appointed conciliation officers to deal with the following disputes:

J. B. Baillargeon Express Limited, Montreal, Qué., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: G. R. Doucet).

Montreal City and District Savings Bank, and the Syndicate of Employees of the Montreal City and District Savings Bank (Conciliation Officer: G. R. Doucet).

British Yukon Navigation Company Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron).

CHEK-TV Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. H. Cameron).

W. R. Cameron Limited, St. Catharines, Ont., and Teamsters Local Union No. 879 (Conciliation Officer: H. A. Fisher).

Settlements by conciliation officers

Kingsway Freightlines Limited, Calgary, Alta., and Truckers, Cartagemen, Construction and Building Material Employees' Union, Local 362 (Conciliation Officer: D. H. Cameron) (L. G., Aug. p. 584).

Nordair Limited, Montreal International Airport, and International Association of Machinists and Aerospace Workers, Lodge 2309 (Conciliation Officer: G. R. Doucet) L. G., July, p. 505).

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5762 (Conciliation Officer: T. B. McRae) (L. G., July, p. 505).

Canadian National Railways (drivers employed in road cruiser highway bus service in Newfoundland area) and United Transportation Union (Conciliation Officer: W. J. Gillies) (L. G., June, p. 438).

Bell Canada (Directory Advertising Sales Employees Western Region) and Office and Professional Employees' International Union, Local 131 (Conciliation Officer: H. A. Fisher) (L. G., June, p. 438).

Dispute settled by mediation

Leamington Transport (Western) Ltd., Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Mediator: T. B. McRae) (L. G., April, p. 309).

Conciliation boards appointed

McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers Union (representing Captains and Engineers) (L. G., Aug., p. 584; July, p. 505).

Canadian National Hotels Limited (Chateau Laurier Hotel) Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., July, p. 505).

Canadian Broadcasting Corporation, and Canadian Wire Service Guild, Local 213 (L. G., July, p. 505).

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in May to deal with a dispute between Northland Shipping (1962) Ltd., Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Aug., p. 585) was fully constituted in June with the appointment of R. A. Gallagher, Q.C. of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee George Eugene McKee of North Vancouver, and union nominee Charles Patrick Neale of Vancouver.

The Board of Conciliation and Investigation established in May to deal with a dispute between Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L .G., Aug., p. 585) was fully constituted in June with the appointment of R. A. Gallagher, Q.C. of Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee George Eugene McKee of North Vancouver, and union nominee Charles Patrick Neale of Vancouver.

Conciliation board reports received

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L. G., June, p. 440) (Full text appears in Supplement No. 5, 1970).

Albert G. Baker Limited; Eastern Canada Stevedorin Division of Warnock Hersey International Limited Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Québe and International Longshoremen's Association, Loca 1958 (L. G., June, p. 440) (Full text appears in Supple ment No. 5, 1970).

Settlements reached before conciliation boards

United Grain Growers Ltd.; Pacific Elevators Limited Alberta Wheat Pool; Saskatchewan Wheat Pool Burrard Terminals Limited, and Grain Workers Union Local 333, International Union of United Brewery Flour, Cereal, Soft Drink and Distillery Workers o America (L. G., July, p. 506).

Ottawa Transportation Commission, and Amalgamate Transit Union, Division No. 279 (L. G., June, p. 439).

Canada Steamship Lines Limited (Clerical and She Staff Groups at Montreal and the Lakehead) an Brotherhood of Railway, Airline and Steamship Clerks Freight Handlers, Express and Station Employees (L G., Aug., p. 586).

Conciliation boards not appointed

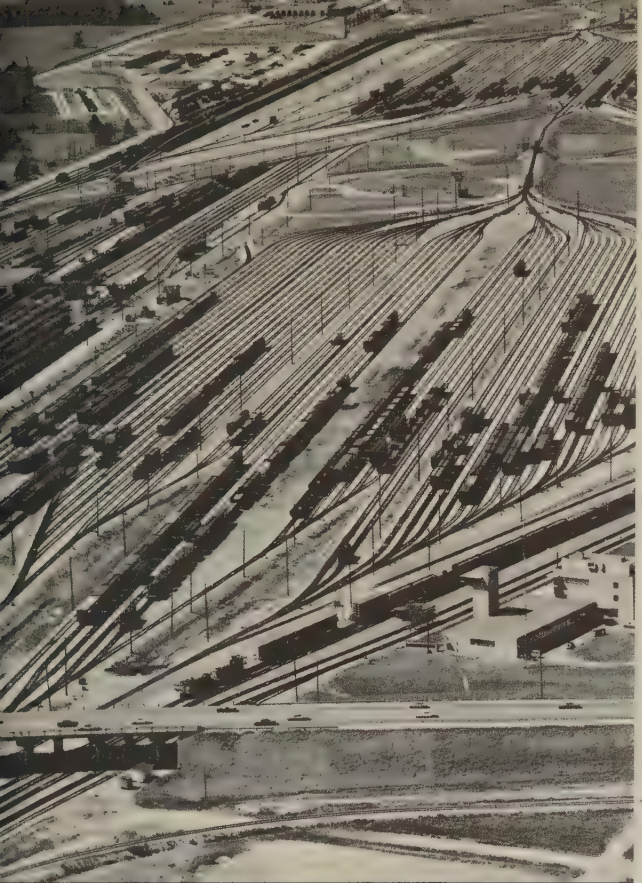
V.T.R. Productions Limited, Toronto, Ont., and Loca 873, International Alliance of Theatrical Stage Employ ees and Moving Picture Machine Operators of th United States and Canada (L. G., Aug., p. 584).

Active Cartage Ltd., (Toronto and Fort Erie Terminals and General Truck Drivers' Union, Local 879; Genera Truck Drivers' Union, Local 938 (L. G., July, p. 505).

B.C. Towboat Owners' Association (representing certai member companies) and the Canadian Bortherhood o Railway, Transport and General Workers (L. G., Nov 1969, p. 680).

Strike terminated

B.C. Towboat Owners' Association (representing certai member companies) and the Canadian Merchant Ser vice Guild (strike terminated June 13 with mediatio assistance of W. P. Kelly, and D. S. Tysoe.) (L. G., Aug p. 586).



Railway arbitration

Eight cases were heard by the Canadian Railway Office of Arbitration in Montreal on May 12. Grievances were dismissed in all cases.

Case No. 207. Dispute between the CNR and the Brotherhood of Locomotive Engineers over 20 demerit marks assessed to the record of an engineer.

The engineer was ordered in unassigned freight service from his home terminal through one town to another town and back to the first town. Returning to the first town would have completed this assignment, and he would have been entitled to book rest. But he booked rest the first time he reached the town, although he had not completed his assignment and had not arrived at that terminal as his destination. He was merely passing through it en route.

The arbitrator concluded that the engineer "behaved improperly when he ignored his instructions and took himself off duty (at the town) when he ought to have moved through that point and completed his assignment . . ." The grievance was dismissed and the demerit marks remained on the engineer's record.

Case No. 208. Dispute between the CNR and the Brotherhood of Locomotive Engineers over 53 claims for a new day for the alleged violation of the collective agreement.

The engineers were on a train operating from a terminal through one town to another town and back to the first town. The mileage from the terminal to the first town is 91.6, and the mileage for the rest of the trip is 12.6. The engineers submitted tickets for 100 miles, plus allowances for the first part of the trip and a second ticket for a new day for the 12.6 miles. The company paid the men as if they were in continuous service and did not pay the tickets for a new day.

The agreement says that when the engineers arrive at the "objective terminal" they can be released from duty. The arbitrator said that only when they returned to the first town could they "properly be said to have arrived at their final or objective terminal" within the meaning of the agreement. He dismissed the grievance.

Case No. 209. Dispute between the CNR and the Brotherhood of Locomotive Engineers over claims by an engineer that he had "been tied up between terminals."

The engineer left on his regular assignment, but the derailment of another train made it impossible for his train to travel on its normal route. The engineer's train was rerouted on another track past his regular destination. On arrival at another terminal, he went off duty. Eight hours later, he was ordered to deadhead by taxi from this terminal to his regular destination to protect his regular return assignment, which was now operating on its normal route. The engineer claimed 100 miles for being tied up between terminals.

The arbitrator said that the engineer's assignment was changed and the engineer did arrive at his original destination to protect his regular return trip. Therefore, as he was not tied up between terminals, the grievance was dismissed.

Case No. 210. Dispute between the CNR and the Brotherhood of Locomotive Engineers over a claim by an engineer for holiday pay.

The engineer was on sick leave for several months, but he asked for and was granted vacation pay for three weeks in the summer, during which time there was a general holiday. The engineer submitted a general holiday claim for 172 miles. The arbitrator said that the engineer was not available for duty on the holiday, nor was he entitled to wages during the 30 days before the general holiday as he was ill. And besides, he was considered to be on vacation during this time. The arbitrator said that the engineer was not qualified for holiday pay and he dismissed the grievance.

Case No. 211. Dispute between the CNR and the United Transportation Union over claims by a conductor and crew for "work-train service."

The conductor and crew operated their assigned train that included two cars carrying stone. These cars were to be unloaded from a point within the switching limits of the train's point of origin to a point outside the switching limits. But the two cars were empty before the train left the switching limits, and it carried them through to its destination.

The men were paid for their continuous time, but they claimed an additional day's pay at yard rates, "alleging that work-train service was performed . . ."

The arbitrator said that if the men had been assigned to carry out the work as it was actually performed—wholly within yard limits—their grievance would succeed. But this was not their assignment. They were told that the cars were to be unloaded from a point within the switching limits up to a point beyond the limits. The arbitrator said that the assigned work "was not yardmen's work, and it was only due to a failure or inability to carry out the assignment that yardmen's work happened to be performed." He dismissed the grievance.

Case No. 212. Dispute between the CNR and the United Transportation Union over claims by a brakeman who submitted time claims for the trip.

The arbitrator said that the brakeman was assigned in a pool of seven crews and not to any specific train on any specific day. In the normal course of events, he would have been called for a train at 12:15 a.m., but was called for another train that was leaving early. Thus, the brakeman was properly called for the earlier train as he was being called in his turn. The arbitrator said that the agreement contemplates that a train may be running late or ahead of time. But that provision didn't help in this case, because the brakeman didn't have a regular assigned trip; his assignment was to take one of a number of trips, according to his turn. The arbitrator concluded that "the provisions in the collective agreement . . . simply do not provide relief for the employee, who, not being available when called, misses the trip he would have taken. For this reason, the grievance must be dismissed."

Case No. 213. Dispute between the CPR and the Brotherhood of Maintenance of Way Employees over an employee's claim for holiday pay.

The grievor was injured and was out of service for almost two months. He returned to work the day before the holiday, but his services were not required on the holiday. The agreement says that in order to qualify for holiday pay, the employee must be "entitled to wages for at least 12 shifts or tours of duty during the 30 calendar days immediately preceding the general holiday . . ." The grievor was entitled to wages for only one shift during the 30 days and was therefore not entitled to holiday pay. The grievance was dismissed.

Case No. 214. An ex parte dispute between the CPR and the United Transportation Union over the right to exercise seniority.

A senior steward was denied the right to exercise his seniority to acquire a terminal position that is manned by a dining car service employee. The company stated that the position is filled by appointment and does not come within the scope of the collective agreement. The agreement says that the union is the agent for "dining car service employees engaged in the preparation and service of food and/or beverages in Canadian Pacific meal and bar service cars . . ." The arbitrator agreed that the terminal position did not come within the bargaining unit, and he dismissed the grievance.

Decisions of the umpire

CUB 2851. The claimant filed an application for benefit on July 17, 1968. He stated that he had last been employed as a carpenter on a construction site from May 8 to July 12. The reason for separation was: "Labourers on strike—we cannot cross the picket line."

The background material supplied stated that the claimant's loss of employment had been occasioned by a contract dispute between the construction contractors in the province and the labourers' union. **When the labourer's union struck at the site where the claimant was employed, he and the other carpenters honoured the picket line. He lost his employment, as did most of the others, and was not rehired when work resumed on the site on July 29. On August 2, the insurance officer notified the claimant that he was disqualified from receiving benefit from July 14 because he had participated in a labour dispute.** The carpenter's union then appealed to the board of referees on behalf of the claimant and all other union members placed in the same position.

The hearing came before the board on October 3. The claimant was not present, but he was represented by an officer of his union. The board disallowed the appeal on the same grounds as had the insurance officer, but it did recommend that the "whole matter of employees' crossing a picket line be further studied by the umpire and other competent authorities, having particularly in mind that, although there may be no threat of violence, violence may actually later occur."

The union appealed to the umpire. In the evidence supplied by the insurance officer, dated January 2, 1969, the actuality of any violence, or proof of potential violence if the claimant and the other carpenters failed to honour the picket lines was denied. In his opinion, "the carpenters took the initiative by withholding their labour to honour the picket line. Such voluntary withholding of labour is participation in the labour dispute as the carpenters increased the extent of the stoppage of work and placed before the employer a 'fait accompli'."

The umpire disagreed with the argument by the union representative that the union code compelled the claimant to honour the picket lines. "In my opinion," he stated, "the union code or policy was voluntarily established in the first instance, and when, as a matter of principle, members of the union honoured it by refusal to cross a picket line, the refusal must be treated as voluntary on their part." He could not discern any evidence of "a justifiable and genuine fear on the part of the claimants that violence would occur if any attempt were made by them to cross the picket line and that the claimants refused to cross because of that fear." Considering both these factors, the umpire held that the claimant and all others listed on the nominal roll had "participated" in the dispute and were ineligible for benefit. The union's appeal was therefore dismissed.

General Topics

Wage schedules

During May, the Department of Labour prepared 349 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 213 contracts in these categories were awarded. In addition, 100 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in May for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Indian Affairs and Northern Development	1	$ 23,460.00
Post Office	5	62,293.90
Supply and Services	101	1,374,990.00

During May, the sum of $387.50 was collected from five contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 13 workers concerned.

Employment Review

Employment increased 298,000 to 7,952,000 between April and May and was 90,000, or 1.1 per cent, higher than in May 1969. The labour force increased by 267,000 to 8,465,000, an above-average increase for the April-May period, and was 217,000, or 2.6 per cent, higher than in May 1969. Unemployment at 513,000, was 31,000 less than in April, a much smaller decline than usual, and was 127,000 higher than in May 1969. **The seasonally adjusted unemployment rate continued to rise, reaching 6.2 per cent, the highest since 1962.**

Employment

Increases in employment between April and May were about average for this time of year in agriculture, 69,000, construction, 58,000, and transportation, communication and other utilities, 25,000. Above-average increases took place in manufacturing, 59,000, community, business and personal service, 56,000, and public administration, 23,000. There was an unusual decline of 24,000 in trade.

Compared with a year earlier, employment in community, business and personal service increase by 158,000. There were much smaller gains in finance, insurance and real estate, 20,000, and mines, quarries and oil wells, 15,000. Declines were reported in agriculture, 42,000, transportation, communication and other utilities, 28,000, manufacturing, 18,000, and forestry, 16,000. Regionally, most of the increase was in Ontario, with 85,000 more persons employed in May 1970 than in May 1969. In other regions there was little change.

Unemployment

There were 513,000 unemployed persons in May, a decrease of 31,000 since April. In the past two years, April-to-May declines in unemployment were 46,000 and 40,000.

Compared with a year earlier, the increase in the number of unemployed persons was 127,000. Half of this increase occurred among persons 25 years of age and over. There were substantial increases in unemployment in all regions except the Atlantic, where there was a slight decline. In British Columbia, the comparison was affected by the indirect effects of industrial disputes.

Of the total unemployed in May, 170,000, or 33 per cent, had been unemployed for less than a month, 29 per cent for one to three months, 19 per cent for four to six months, and another 19 per cent for seven months or more. Unemployment in May 1970 represented 6.1 per cent of the labour force, compared with 4.7 per cent in May 1969 and 4.6 per cent in May 1968.

U.S. employment

Unemployment declined 4.7 per cent in June from 5 per cent in May—the first decline in six months. The decrease in the seasonally adjusted jobless rate occurred almost entirely among adult women whose unemployment rate dropped to 4.5 per cent in June from 5.1 per cent.

Total employment in June declined to 78,225,000 from 78,449,000 the previous month. The civilian labour force decreased to 82,125,000 from 82,555,000 in May.

On a seasonally adjusted basis this put the total unemployment for June at 3,900,000, down from 4,106,000 in May. Non-farm employment declined to a seasonally adjusted 70,666,000 in June from 70,881,000 in May. This marked the third consecutive month-to-month decline in non-farm payrolls.

CNTU brief

The report on the brief of the Confederation of National Trade Unions (CNTU) to the federal Government will appear in the October number of The Labour Gazette. The report has been held up because of delays in translation.

Unemployment insurance fund

During May, 1970, 20,875 investigations were finalized across Canada. Of these, 15,782 were on-premises investigations and 2,199 were selective investigations to verify the fulfilment of statutory conditions. The remaining 749 formal investigations and 2,145 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,625.

Prosecutions were commenced in 141 cases, 140 against claimants and one against an employer. This does nov include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in May totalled $39,630,645.53 compared with $60,050,767.41 in April and $48,048,251.15 in May 1969. Benefits paid in May totalled $74,396,461.29 compared with $81,059,893.00 in April and $52,886,233.53 in May 1969. **The balance in the Fund on May 29 was $394,098,625.18 compared with $440,677,142.41 in April and $360,507,271.69 on May 30, 1969.**

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September credits

Unemployment insurance report, p. 654, is prepared by the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register in placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 656, originates with the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial

Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 659, is prepared by the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 651, originates with the Legislatio Branch of the Department of Labour.

Selection on the basis of individual capacities, p. 64 was submitted by the Section on Older Workers, Mar power Utilization Branch, Department of Manpow and Immigration.

Photos. NFB: Cover, p. 631, 632, 636, 642, 643, 651 Murray MacGowan: p. 614, 616. Murray Mosher, Phot Features: p. 615, 617. Public Archives of Canada: p 625. Fred S. Schiffer, Vancouver: p. 638. CNR: p. 661 662.

Publications in the library

List No. 258.

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university or public) or directly if there is no local library. Please indicate the publication number and the month listed, when requesting loans.

Business

■ **No. 1—Bruce, Martin M.** Human relations in small business. 3d ed. Washington [G.P.O., 1969] 38 p.

■ **No. 2—Thompson, Dennis Cameron.** The proposal for a European company. London, Chatham House; PEP, 1969. 73p.

■ **No. 3—U.S. Small Business Administration.** Startin and managing a small retail camera store, by Morri Bragin. Washington [G.P.O., 1969] 69 p.

Civil Service

■ **No. 4—Roberts, Harold Selig, comp.** Labor-mana gement relations in the Public Service, [Honolulu] In dustrial Relations Center, University of Hawaii, 1968 6pts.

■ **No. 5—United Nations. Public Administratio Branch.** Handbook of civil service laws and practice [by Geoffrey Burgess] New York, United Nations, 1966 451 p.

ollective agreements

No. 6—Diebold Institute for Public Policy Studies. abour-management contracts and technological ange; case studies and contract clauses. Edited by erbert J. Blitz. Introd. by David L. Cole. New York, aeger [1969] 348 p.

reparatory Technical Maritime Conference, Geneva, 69. The following six resports were prepared by the ternational Labour Office for the Conference and were blished in Geneva in 1969.

No. 7—Accident prevention on board ship at sea d in port. Fourth item on the agenda. 79p.

No. 8—Crew accommodation. First item on the enda. 71p.

No. 9—Employment problems arising from techni- l developments and modernization on board ship. ird item on the agenda. 106p.

No. 10—Recommendation no. 109 concerning ages, hours of work on board ship and manning; ragraph 2, revision of the minimum basic wage for le seamen. Second item on the agenda. 30p.

No. 11—Seafarers' welfare at sea and in port. Sixth m on the agenda. 48p.

No. 12—Vocational training of seafarers. Fifth item the agenda. 102p.

ience

No. 13—Science Council of Canada. A policy for entific and technical information dissemination. [Ot- va, Queen's Printer, 1969] 35 p.

No. 14—Science Council of Canada. Toward a na- nal science policy for Canada. [Ottawa, Queen's nter, 1968] 56 p.

■ **No. 15—Science Council of Canada.** University research and the federal Government. [Ottawa, Queen's Printer, 1969] 28 p.

Social security

■ **No. 16—Canada. Prime Minister.** Income security and social services. Sécurité du revenu et services sociaux. [Ottawa, Queen's Printer, 1969] 125 p. English and French.

■ **No. 17—International Social Security Association.** Insurance for self-employed persons against employment accidents and occupational diseases. Reporter: E. Dalla Chiesa. Geneva, 1968. 219p. Its 16th general assembly, Leningrad, May 1967. Report 7. At head of title: International Social Security Association, 16th general assembly, Leningrad, 10-20 May 1967.

■ **No. 18—International Social Security Association.** Investment of old-age, invalidity and survivors' insurance funds (comparative study of legislative provisions). Actuarial and statistical studies within the framework of sickness insurance (methodological aspects—statistical plan—technical bases). Geneva, 1968. 57, 27p. Its 16th general assembly, Leningrad, May 1967. Reports 10 and 13. At head of title: International Social Security Association 16th general assembly Leningrad, 10-20 May 1967.

■ **No. 19—Labour Party (Great Britain).** Labour's social strategy into the seventies. London, 1969. 116p.

Teachers

■ **No. 20—Blum, Albert Alexander, ed.** Teacher unions and associations; a comparative study. Urbana, University of Illinois Press [1969] 353 p. Examines teachers' associations in Canada, England, West Germany, India, Japan, Mexico, Nigeria, Thailand, United States, and international teachers' organizations and their activities.

■ **No. 21—Organization for Economic Co-operation and Development.** Study on the supply of and demand for teachers in primary and secondary education. Paris, 1969. xxii, 332p. "Restricted."

■ **No. 22—Shils, Edward Benjamin.** Teachers, administrators, and collective bargaining [by] Edward B. Shils [and] C. Taylor Whittier. New York, T. Y. Crowell Co. [1968] xi, 580 p.

■ **No. 23—Zitron, Celia Lewis.** The New York City teachers union, 1916-1964; a story of educational and social commitment. New York, Humanities Press, 1968. 288p.

Unemployed

■ **No. 24—Chamber of Commerce of the United States of America.** Boston firm marking 10 years of success in hiring hard core. Washington [1968] 3p. Its Urban action clearinghouse case study no. 8.

■ **No. 25—Chamber of Commerce of the United States of America.** Buffalo employs the hard core with Opportunities Development Corporation. Washington [1968] 14p. Its Urban action clearinghouse case study no. 2.

■ **No. 26—Chamber of Commerce of the United States of America.** Detroit industries become partners of core-city high schools. Washington [1968] 17p. Its urban action clearinghouse case study no. 9.

Wages and hours

■ **No. 27—Great Britain. National Board for Prices and Incomes.** Pay of certain employees in the film processing industry. London, H.M.S.O., [1969] 22 p. Its Report no. 131.

■ **No. 28—Great Britain. National Board for Prices and Incomes.** Pay of pilots employed by the British Overseas Airways Corporation. London, H.M.S.O., [1969] 25 p. Its Report no. 129.

Women

■ **No. 29—Cooper, Beryl.** Opportunity for women, b Beryl Cooper and Geoffrey Howe. [London, Conserva tive Political Centre, 1969] 28 p.

■ **No. 30—O'Neill, William L.** Everyone was brave the rise and fall of feminism in America. Chicago Quadrangle Books, 1969. 369p.

■ **No. 31—U.S. Women's Bureau.** Facts about women absenteeism and labor turnover. [Washington, G.P.O 1969] 9 p.

Miscellaneous

■ **No. 32—Burke, Frank E.** Canada and the foundin of the International Labour Organization; fiftieth ann versary of the ILO, by Frank E. Burke and John A Munro [Ottawa] Department of External Affairs [1969 22, 24p. English and French, the latter reversed wit separate t.p. Title in French: Le Canada et la fondatio de l'Organisation Internationale du Travail.

■ **No. 33—Burns, Arthur Frank.** The business cycle i a changing world. New York, National Bureau of Eco nomic Research; distributed by Columbia Universit Press, 1969. 352p. "Essays reprinted to honor Dr. Burn for his 38 years of active involvement in the researc and administration of the National Bureau of Economi Research and on the occasion of his election as honorar chairman of the bureau's Board of Directors."

■ **No. 34—Canada. Department of Labour.** Labou highlights. 1968/69. Ottawa, Queen's Printer, 1969. 2 24p. Presents highlights of the Department's annua report. Report year ends March 31st. English an French, the latter inverted and with special t.p. Titl in French: Faits marquants pour le monde du travail.

■ **No. 35—Dhalla, Nariman Kaikhusru.** These Cana dians; a sourcebook of marketing and socioeconomi facts. Toronto, New York, McGraw-Hill Co. of Canad [1966] 749 p.

■ **No. 36—U.S. Bureau of Labor Statistics.** Digest o 50 health and insurance plans for salaried employee early 1969. Washington, [G.P.O., 1969] 126 p.

Statistics Section

Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended May 23, 1970		8,465	+ 3.3	+ 2.6
Employed		7,952	+ 3.9	+ 1.1
Agriculture		550	+ 14.3	− 7.1
Non-agriculture		7,402	+ 3.2	+ 1.8
Paid workers		6,873	+ 3.6	+ 1.8
At work 35 hours or more		3,871	− 36.9	− 2.3
At work less than 35 hours		3,771	+195.1	+ 4.3
Employed but not at work		310	+ 30.3	+ 9.9
Unemployed		513	− 5.7	+32.9
Atlantic		44	− 33.3	−15.4
Québec		201	− 1.0	+21.1
Ontario		132	− 9.0	+36.1
Prairie		64	− 11.1	+93.9
British Columbia		72	+ 24.1	+89.5
Without work and seeking work		478	− 4.2	+32.0
On temporary layoff up to 30 days		35	− 22.2	+45.8
INDUSTRIAL EMPLOYMENT (1961 = 100)†	May	126.4	+ 1.5	− 0.5
Manufacturing employment (1961 = 100)†	May	122.0	− 0.3	− 3.4
IMMIGRATION	1st quarter 1970	30,783	—	− 0.02
Destined to the labour force	1st quarter 1970	16,607	—	− 0.9
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	94	− 6.9	−29.3
No. of workers involved	June	72,736	− 18.2	+18.5
Duration in man days	June	1,112,920	− 11.9	+22.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. com.)†	May	$126.78	+ 1.3	+ 8.1
Average hourly earnings (mfg.)†	May	$ 3.01	+ 1.0	+ 8.7
Average weekly hours paid†	May	40.1	+ 0.8	− 0.8
Average weekly wages (mfg.)†	May	$120.44	+ 1.4	+ 7.6
Consumer price index (1961 = 100)	May	129.6	− 0.1	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	April	123.2	+ 1.7	+ 3.4
Total labour income (Millions of dollars)‡	May	$3,868.7	+ 2.0	+ 8.9
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	April	172.9	+ 0.9	+ 3.4
Manufacturing	April	170.4	+ 1.4	+ 2.3
Durables	April	189.6	+ 1.6	+ 1.3
Non-durables	April	154.8	+ 1.3	+ 3.4
NEW RESIDENTIAL CONSTRUCTION**				
Starts	April	9,925	+ 35.1	−36.1
Completions	April	15,270	+ 71.9	− 0.3
Under construction	April	99,115	− 5.2	−10.3

* Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of Statistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
† Advance data.
‡ Preliminary.
** Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended May 23, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,465	663	2,325	3,176	1,415	886
Men	5,733	465	1,606	2,108	956	598
Women	2,732	198	719	1,068	459	288
14-19 years	854	67	215	302	175	95
20-24 years	1,346	136	408	456	221	125
25-44 years	3,573	247	1,021	1,377	552	377
45-64 years	2,473	198	629	953	427	267
65 years and over	219	16	53	87	39	23
EMPLOYED	7,952	619	2,124	3,044	1,351	814
Men	5,336	428	1,446	2,010	910	542
Women	2,616	191	678	1,034	441	272
Agriculture	550	29	116	135	249	21
Non-agriculture	7,402	590	2,008	2,909	1,102	793
Paid Workers	6,873	538	1,852	2,719	1,044	719
Men	4,482	364	1,241	1,757	652	468
Women	2,391	174	611	963	392	251
UNEMPLOYED	513	44	201	132	64	72
Men	397	37	160	98	46	56
Women	116	*	41	34	18	16
PERSONS NOT IN LABOUR FORCE	6,505	719	1,953	2,195	999	639
Men	1,686	220	504	543	259	160
Women	4,819	499	1,449	1,652	740	479

* Less than 10,000. Source: Labour Force Survey, DBS.

able A-2—Age, Sex and Marital Status, Week Ended May 23, 1970

	Total	14-19 Years All Persons	20-64 Years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
	(in thousands)						
OPULATION 14 YEARS OF AGE AND OVER*	14,970	2,481	4,226	1,207	4,329	1,160	1,566
ABOUR FORCE	8,465	854	4,041	1,029	1,517	806	219
Employed	7,952	745	3,859	897	1,472	769	209
Unemployed	513	109	182	132	45	37	**
OT IN LABOUR FORCE	6,505	1,627	185	178	2,813	355	1,348
ARTICIPATION RATE†							
1970—May 23	56.5	34.4	95.6	85.3	35.0	69.5	14.0
April 18	54.9	30.7	95.0	78.7	34.7	68.4	12.9
NEMPLOYMENT RATE‡							
1970—May 23	6.1	12.8	4.5	12.8	3.0	4.6	**
April 18	6.6	14.6	5.4	14.0	2.9	3.6	**

Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
The labour force as a percentage of the population of 14 years of age and over.
The unemployed as a percentage of the labour force.
* Less than 10,000 unemployed.
ource: Labour Force Survey, DBS.

able A-3—Unemployed, Week Ended May 23, 1970

	May 1970	April 1970	May 1969
	(in thousands)		
OTAL UNEMPLOYED	513	544	386
On temporary layoff up to 30 days	35	45	24
Without work and seeking work	478	499	362
Seeking:			
Full-time work	452	472	339
Part-time work	26	27	23
Under 1 month	134	109	117
1-3 months	150	162	103
4-6 months	98	151	71
More than 6 months	96	78	71

ource: Labour Force Survey, DBS.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Monthly Totals								
	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
	(millions of dollars)								
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—March*	82.7	909.7	359.6	29.8	220.9	433.3	1,162.3	183.1	3,403.4
April*	79.6	914.6	366.8	26.9	237.6	440.2	1,179.5	185.3	3,456.3
May*	79.6	938.2	374.9	37.6	252.8	449.9	1,202.3	185.0	3,552.3
June*	80.5	958.4	396.0	43.6	255.7	462.6	1,245.6	205.6	3,686.8
July*	78.7	943.6	396.0	48.1	279.4	454.2	1,272.3	199.5	3,717.0
August*	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.6
September*	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.2
October*	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November*	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December*	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January*	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February*	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March*	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April†	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May‡	91.9	985.9	407.6	33.1	273.3	491.8	1,349.3	211.0	3,877.2
Seasonally Adjusted									
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—March*	81.6	917.3	374.1	40.2	258.6	443.5	1,170.8	181.8	3,499.5
April*	81.5	922.6	378.0	41.5	257.4	444.9	1,189.1	183.1	3,529.7
May*	79.9	933.5	374.6	41.1	250.9	448.9	1.196.3	184.2	3,540.9
June*	78.9	945.1	386.9	39.8	234.1	452.9	1,229.0	184.2	3,582.7
July*	77.4	940.9	383.9	40.6	248.0	447.8	1,270.0	186.3	3,626.0
August*	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.6
September*	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.5
October*	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,667.4
November*	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December*	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January*	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February*	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March*	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April†	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May‡	92.3	981.0	376.1	36.0	271.7	490.5	1,343.0	198.5	3,821.9

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.
NOTE: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

C—Employment, Hours and Earnings

ables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at March 1970 nployers in the principal non-agricultural industries reported a total employment of 3,685,972. Table C-3 gives estimates of total em-oyment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons d from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat naller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also ailable, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

able C-1—Employment, Payrolls and Weekly Wages and Salaries

ear and Month	Industrial Composite‡ Index Numbers (1961 = 100)			Manufacturing Index Numbers (1961 = 100)		
	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
			$			$
VERAGE						
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965	114.3	116.3	91.01	117.2	116.2	94.78
1966	120.7	123.1	96.34	123.5	122.8	100.16
1967	122.6	131.4	102.83	123.1	130.6	106.54
1968	122.7	140.4	109.88	122.1	140.3	114.42
1969—February	121.9	147.4	115.30	122.5	148.1	120.80
March	122.6	148.4	116.11	123.2	149.3	121.72
April	123.4	148.8	116.43	123.6	149.4	121.84
May	127.0	149.9	117.26	126.2	150.3	122.58
June	130.2	150.3	117.61	128.9	150.4	122.63
July	129.1	151.1	118.21	125.3	149.8	122.18
August	131.1	152.2	119.07	127.9	150.3	122.55
September	130.3	154.0	120.49	127.0	154.0	125.62
October	130.0	154.3	120.71	126.7	154.4	125.93
November	130.1	155.2	121.42	126.4	156.0	127.18
December	126.5	149.4	116.89	123.3	150.2	122.47
70—January	124.4	157.3	123.08	122.5	158.5	129.28
February*	124.3	158.7	124.14	122.6	159.6	130.17
March†	124.3	158.1	123.73	122.7	159.5	130.08

evised. † Preliminary.
ncludes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, urance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).
urce: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	March 1970	February 1970	March 1969	March 1970	February 1970	March 1969
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	110.6	110.4	111.5	104.55	104.64	98.00
Newfoundland	111.9	109.8	110.7	117.22	116.68	105.88
Prince Edward Island	113.4	112.7	106.9	85.08	85.35	84.29
Nova Scotia	110.3	109.9	112.9	100.66	100.87	95.09
New Brunswick	109.7	111.1	110.7	102.65	103.15	97.62
Québec	116.7	116.4	115.5	119.49	119.89	113.26
Ontario	129.5	129.7	128.1	127.75	128.34	119.55
Prairies Region	122.4	122.6	121.0	118.35	118.94	111.20
Manitoba	115.0	115.0	112.9	112.96	112.88	106.54
Saskatchewan	108.1	108.0	113.7	113.00	113.03	106.81
Alberta	134.5	134.9	130.9	123.99	125.23	116.17
British Columbia	138.4	138.0	131.6	136.03	135.58	126.29
CANADA	124.3	124.3	122.6	123.73	124.14	116.11
URBAN AREAS						
St. John's	128.8	127.6	130.1	97.53	97.26	90.38
Halifax	124.0	123.7	119.9	101.12	101.92	98.13
Sydney	87.2	86.5	95.1	109.81	109.74	100.28
Moncton	129.6	129.1	119.1	94.54	96.10	91.07
Saint John	110.4	112.2	116.5	100.33	101.52	97.58
Chicoutimi	109.8	108.3	106.7	138.37	135.93	128.86
Montreal	120.5	119.9	120.8	121.46	122.18	115.09
Québec	119.0	118.2	116.3	106.47	106.28	98.25
Shawinigan	91.6	91.5	91.7	125.85	123.24	116.01
Sherbrooke	113.2	113.6	113.1	103.21	104.41	98.58
Trois-Rivières	111.7	112.5	108.9	113.72	113.14	104.65
Ottawa-Hull	135.9	136.2	131.7	115.11	115.92	107.79
Belleville	125.0	125.5	119.2	106.14	108.03	101.68
Brampton	283.5	286.3	270.8	125.60	126.55	119.35
Brantford	134.4	127.0	134.8	116.09	115.21	111.90
Thunder Bay	118.3	119.9	117.0	119.02	120.95	114.54
Guelph	139.2	141.2	139.4	118.15	117.58	107.42
Hamilton	121.8	122.2	122.1	131.55	132.36	120.78
Kingston	125.1	125.5	125.6	125.41	119.12	113.53
Kitchener	153.4	155.0	149.0	113.61	112.92	106.85
London	122.0	122.4	122.4	117.01	118.44	111.09
Niagara Falls	103.2	101.1	101.5	121.80	119.86	112.58
Oshawa	138.4	138.8	141.2	141.69	142.25	135.64
Peterborough	142.3	143.0	135.7	125.59	128.11	122.07
Sarnia	138.5	139.4	137.7	156.67	159.64	148.85
Sault Ste. Marie	117.5	116.5	122.3	145.68	146.17	131.48
Sudbury	128.4	126.4	123.9	165.73	157.15	137.73
St. Catharines	138.3	136.5	139.8	135.91	137.20	131.43
Timmins	69.4	69.5	70.1	115.26	112.99	106.37
Toronto	133.3	133.8	131.1	128.98	129.81	120.55
Welland	114.2	112.8	108.7	143.18	146.59	138.02
Windsor	148.5	146.9	149.4	141.90	143.79	134.74
Winnipeg	119.0	119.3	116.5	105.76	105.31	99.61
Regina	114.7	114.4	117.0	107.46	108.15	101.29
Saskatoon	128.7	128.3	136.9	107.83	106.74	101.01
Calgary	145.0	144.9	140.4	121.44	123.05	114.34
Edmonton	143.4	143.4	140.1	116.72	117.96	109.63
Vancouver	141.2	141.3	136.1	131.29	130.51	122.35
Victoria	133.3	133.8	130.3	115.20	114.97	109.60

* Latest figures subjects to revision. Source: Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

able C-3—Estimates of Employees by Industry, Provinces and Canada

		Forestry	Mines, Quarries and Oil Wells	Manufacturing: Non durables	Manufacturing: Durables	Construction	Transportation, Communication and Other Utilities	Trades	Finance, Insurance and Real Estate	Community, Business and Personal Services: Non commercial Sector‡	Community, Business and Personal Services: Commercial Sector**	Public Administration and Defence††	Total Specified Industries
						(in thousands)							
anada													
April	1970*	—	130.3	870.9	813.2	369.2	—	1,094.1	302.1	1,189.7	731.9	452.2	6,700.7
March	1970*	72.9	126.2	872.7	818.9	385.3	677.4	1,100.6	305.1	1.156.8	721.2	444.8	6,698.4
April	1969†	43.7	119.6	850.9	817.4	346.7	639.2	1,026.7	298.9	1,132.3	654.9	398.9	6,329.1
EWFOUNDLAND													
March	1970*	2.0	5.6	9.6	1.8	5.7	13.5	16.6	2.3	21.0	7.8	8.1	93.9
February	1970*	2.2	5.6	9.1	1.8	5.5	13.5	16.7	2.3	21.8	7.9	7.9	94.2
March	1969†	1.7	5.8	8.8	1.7	6.2	13.3	16.8	2.2	21.8	7.6	7.5	93.2
RINCE EDWARD LAND													
March	1970*	—	—	1.6	0.3	1.2	2.8	4.0	0.6	6.1	1.5	2.3	20.4
February	1970*	—	—	1.5	0.4	1.2	2.8	4.1	0.6	5.1	1.5	2.3	19.5
March	1969†	—	—	1.4	0.3	1.2	2.6	4.0	0.6	6.0	1.5	2.0	19.6
OVA SCOTIA													
March	1970*	2.2	5.5	16.3	13.9	12.9	21.2	32.8	7.1	43.2	15.0	21.4	191.5
February	1970*	2.5	5.4	16.0	13.8	12.9	21.2	32.7	7.0	43.5	15.2	20.8	191.3
March	1969†	1.6	6.8	17.6	13.4	12.2	23.6	32.1	7.0	38.6	14.7	20.5	188.0
EW RUNSWICK													
March	1970*	3.2	1.6	16.5	9.8	8.8	22.8	26.0	4.6	34.7	11.0	12.4	151.3
February	1970*	3.6	2.3	16.0	10.1	8.7	22.8	26.4	4.7	34.0	10.7	12.1	151.7
March	1969†	3.0	2.3	15.9	10.6	7.6	23.0	24.7	4.5	32.0	9.8	10.9	144.3
UEBEC													
March	1970*	12.7	24.6	323.7	194.0	71.8	172.6	262.9	84.4	322.5	174.3	96.0	1,739.6
February	1970*	15.2	25.1	323.6	192.8	72.7	171.3	261.7	84.9	326.8	175.6	97.0	1,746.7
March	1969†	7.4	24.4	317.9	196.2	72.2	173.7	253.7	82.9	301.9	163.1	89.2	1,682.7
NTARIO													
March	1970*	9.4	34.7	368.0	456.9	131.4	214.0	431.2	131.6	439.6	283.3	178.0	2,678.2
February	1970*	11.3	34.5	369.8	458.6	129.4	213.9	433.7	131.5	441.2	281.8	176.8	2.682.5
March	1969†	9.1	35.0	370.5	461.4	132.9	206.3	406.1	126.9	410.7	264.4	166.9	2,590.2
ANITOBA													
March	1970*	0.8	7.8	28.0	21.8	13.9	43.8	55.3	13.8	52.6	32.0	19.7	289.5
February	1970*	0.8	7.8	27.8	21.7	13.3	43.8	54.6	13.6	52.4	32.4	19.7	288.3
March	1969†	0.7	7.1	27.8	21.3	14.5	43.7	51.6	13.0	51.8	29.8	18.8	280.2
ASKATCHEWAN													
March	1970*	0.5	5.5	9.7	5.1	7.4	23.8	36.0	7.9	49.7	19.6	18.5	183.8
February	1970*	0.7	5.5	9.7	4.8	7.4	23.8	36.0	8.2	47.6	19.1	18.3	181.1
March	1969†	0.4	5.4	9.5	5.5	10.3	25.0	39.2	8.4	47.2	19.8	17.9	188.6
LBERTA													
March	1970*	1.5	24.6	27.3	26.5	33.2	50.3	92.4	19.5	99.1	59.8	33.2	461.4
February	1970*	1.5	24.6	27.1	27.2	34.5	50.5	86.3	19.6	96.9	59.5	32.7	461.0
March	1969†	1.9	23.0	26.6	25.7	32.6	50.1	81.6	18.7	96.3	58.3	30.8	445.5
RITISH OLUMBIA													
March	1970*	19.3	11.4	51.1	78.4	37.7	81.3	116.9	31.8	107.0	83.8	41.3	660.0
February	1970*	19.7	11.6	50.4	79.1	36.8	80.4	117.9	31.6	109.5	82.7	41.5	661.6
March	1969†	19.1	9.4	49.6	76.2	33.5	77.2	108.3	29.5	110.4	78.0	39.5	630.8

Preliminary. † Revised. ‡ Refers to employment in hospitals and education and related services, welfare and religious organizations, d private households.

Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services xcept domestic service) and miscellaneous services.

†† Excludes non-civilian employees.

ASIS: 1960 Standard Industrial Classification.

URCE: Estimates of Employees by Province and Industry (DBS Cat. No. 72-008).

Table C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	March 1970	February 1970	March 1969	March 1970	February 1970	March 1969
	(1961 — 100)			$	$	$
MINING, INCLUDING MILLING	112.8	113.1	111.5	165.30	162.34	148.54
Metals	103.2	104.3	103.4	167.01	161.42	147.03
Mineral fuels	106.7	105.3	104.9	172.21	173.21	153.21
Non-metals except fuels	130.9	129.8	118.5	148.99	147.60	135.26
Quarries and sand pits	88.0	85.8	86.8	130.28	131.77	125.19
Services incidental to mining	179.9	182.9	182.8	172.35	171.51	164.02
MANUFACTURING	122.7	122.6	123.2	130.08	130.17	121.72
Durable goods	135.1	135.1	135.9	139.15	139.38	130.60
Non-durable goods	112.6	112.5	112.9	121.26	121.20	113.06
Food and beverages	100.4	99.5	100.5	118.42	117.15	108.89
Foods	99.4	98.6	99.4	114.45	113.39	105.44
Beverages	106.9	104.9	107.2	141.68	139.47	129.04
Tobacco processing and products	103.5	105.8	109.4	135.01	128.77	119.67
Rubber products	114.8	117.1	124.3	132.81	134.75	127.48
Leather products	91.3	93.3	101.8	82.63	86.27	80.51
Textile products	116.3	116.2	118.5	108.31	107.72	101.65
Knitting mills	116.1	115.9	117.1	80.90	83.51	76.90
Clothing	111.5	111.9	110.1	79.22	82.00	76.16
Wood products	106.8	107.3	111.8	117.36	118.53	111.45
Furniture and fixtures	129.2	131.1	129.1	104.35	104.55	99.01
Paper and allied industries	119.8	119.2	118.4	150.01	149.78	139.77
Printing, publishing and allied industries	114.8	114.6	115.0	135.05	133.76	127.06
Primary metal industries	130.4	129.2	128.5	156.52	154.47	142.64
Metal fabricating industries	133.1	133.1	132.9	135.82	137.24	127.50
Machinery, except electrical	154.1	153.7	149.2	148.03	150.11	138.99
Transportation equipment	151.5	151.5	155.9	150.67	150.69	143.17
Electrical products	148.1	148.7	147.6	131.04	131.56	124.63
Non-metallic mineral products	113.6	112.2	115.3	136.69	135.89	126.63
Petroleum and coal products	103.8	103.1	102.5	188.99	188.17	172.31
Chemicals and chemical products	120.8	120.3	120.0	146.97	146.72	135.71
Miscellaneous manufacturing industries	149.6	150.8	142.6	111.93	112.64	105.25
CONSTRUCTION	101.9	102.9	104.7	152.84	162.09	145.86
Building	118.9	119.6	120.0	150.62	160.90	143.52
Engineering	72.7	74.2	78.4	159.08	165.39	152.06
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	108.6	108.3	108.6	139.02	138.88	129.94
Transportation	102.8	102.2	103.2	136.65	136.18	128.61
Storage	104.3	104.7	108.4	124.03	124.59	112.89
Communication	121.8	121.5	121.5	132.95	132.58	125.85
TRADE	136.9	136.8	132.4	98.56	98.07	91.80
Wholesale trade	131.6	131.8	125.3	124.31	125.17	115.77
Retail trade	139.7	139.5	136.3	85.26	84.03	79.64
FINANCE, INSURANCE AND REAL ESTATE	142.7	142.9	136.0	117.87	116.80	111.70
Financial institutions	148.1	148.4	140.2	114.28	113.76	109.30
Insurance and real estate	135.5	135.6	130.3	123.15	121.27	115.19
SERVICE	171.9	170.4	161.7	89.24	89.85	83.04
Recreational services	144.5	141.5	137.7	81.52	83.53	76.89
Business services	193.8	192.8	185.8	138.60	140.02	128.16
Personal services	156.0	155.2	148.1	66.46	66.20	61.50
Miscellaneous services	215.8	212.6	192.9	88.58	89.55	84.76
INDUSTRIAL COMPOSITE	124.3	124.3	122.6	123.73	124.14	116.11

* Latest figures subject to revision.
Note: Information for other industries is given in Employment and Average Weekly Wages and Salaries (DBS Cat. No. 72-002).

Table C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1970	Feb. 1970	Mar. 1969	Mar. 1970	Feb. 1970	Mar. 1969	Mar. 1970	Feb. 1970	Mar. 1969
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.2	41.4	42.4	3.73	3.63	3.24	153.69	150.14	137.44
Metals	40.4	40.4	41.4	3.91	3.73	3.33	157.90	150.94	138.11
Mineral fuels	41.9	42.7	42.5	3.35	3.35	2.80	140.28	142.87	119.26
Non-metals, except fuels	42.2	41.8	42.6	3.36	3.35	2.97	141.81	140.14	126.49
Quarries and sand pits	41.8	42.1	44.8	2.97	3.01	2.66	124.33	127.00	119.22
Services incidental to mining	42.5	44.1	45.3	3.93	3.86	3.60	167.19	170.37	163.06
MANUFACTURING	39.5	40.0	40.5	2.96	2.93	2.74	117.09	117.36	110.97
Durable goods	39.9	40.3	41.1	3.19	3.16	2.94	127.19	127.55	120.74
Non-durable goods	39.2	39.7	40.0	2.73	2.70	2.52	106.88	106.99	100.88
Food and beverages	39.3	39.2	39.7	2.69	2.66	2.47	105.79	104.23	98.03
Foods	39.2	39.1	39.6	2.60	2.57	2.39	101.96	100.56	94.83
Beverages	39.9	40.0	40.3	3.33	3.27	3.01	133.18	130.90	121.26
Tobacco processing and products	38.0	38.0	38.3	3.19	2.99	2.81	121.43	113.53	107.47
Rubber products	39.9	40.9	41.9	3.06	3.06	2.86	122.12	125.26	120.03
Leather products	37.0	39.3	39.3	1.98	1.97	1.87	73.13	77.37	73.54
Textile products	40.3	40.4	41.8	2.34	2.33	2.16	94.49	94.02	90.31
Miscellaneous textiles	38.2	38.8	40.3	2.43	2.45	2.27	93.01	94.98	91.37
Knitting mills	39.5	41.1	40.5	1.75	1.77	1.68	69.21	72.87	67.97
Clothing	35.9	37.7	37.5	1.97	1.98	1.86	70.89	74.45	69.69
Wood products	38.8	39.5	40.5	2.86	2.84	2.63	111.05	112.01	106.47
Furniture and fixtures	39.7	40.5	41.9	2.35	2.34	2.17	93.10	94.79	90.87
Paper and allied industries	40.9	41.1	41.2	3.42	3.39	3.17	140.03	139.51	130.93
Pulp and paper mills	41.5	41.4	41.3	3.70	3.66	3.46	153.85	151.43	142.75
Printing, publishing and allied industries	37.9	37.5	38.3	3.45	3.43	3.26	130.83	128.68	125.10
Primary metal industries	40.3	40.6	40.9	3.62	3.53	3.26	146.16	143.40	133.21
Iron and steel mills	40.2	40.2	40.5	3.74	3.71	3.39	150.62	149.20	137.18
Metal fabricating industries	39.9	40.7	41.6	3.16	3.16	2.89	126.11	128.87	120.30
Machinery, except electrical	40.8	41.2	41.8	3.31	3.31	3.12	135.09	136.58	130.53
Transportation equipment	39.9	39.9	41.0	3.49	3.46	3.25	139.36	138.12	132.97
Aircraft and parts	40.7	41.1	42.2	3.55	3.44	3.19	144.41	141.24	134.84
Motor vehicles	39.5	39.5	40.8	3.58	3.56	3.34	141.26	140.53	136.15
Assembling	40.2	39.6	40.8	3.87	3.86	3.59	155.40	152.96	146.49
Parts and accessories	39.0	39.3	40.7	3.42	3.43	3.19	133.61	134.61	129.74
Shipbuilding and repairing	40.5	39.4	39.9	3.39	3.37	3.22	137.35	132.76	128.66
Electrical products	39.7	40.1	40.3	2.80	2.83	2.67	110.94	113.57	107.56
Communications equipment	40.0	40.0	40.1	2.76	2.80	2.59	110.24	111.92	103.78
Non-metallic mineral products	40.7	40.6	41.8	3.10	3.08	2.83	126.19	125.19	118.31
Petroleum and coal products	42.2	41.8	42.0	4.06	4.03	3.70	171.18	168.67	155.69
Chemical and chemical products	40.7	40.8	40.5	3.15	3.13	2.90	128.29	127.55	117.55
Miscellaneous manufacturing industries	39.5	40.3	40.8	2.38	2.38	2.22	94.22	95.68	90.54
CONSTRUCTION	35.6	38.9	39.4	4.12	4.10	3.62	146.68	159.78	142.81
Building	34.5	37.8	38.5	4.22	4.22	3.66	145.51	159.48	140.77
General contractors	34.9	38.0	39.0	4.12	4.13	3.55	143.81	156.83	138.57
Special trade contractors	34.2	37.7	38.1	4.29	4.28	3.74	146.66	161.28	142.32
Engineering	39.2	42.2	42.2	3.83	3.80	3.52	150.30	160.64	148.43
Highways, bridges and streets	39.1	41.2	44.3	3.32	3.25	2.88	129.98	134.23	127.62
Other engineering	39.3	42.9	40.9	4.17	4.17	3.94	164.25	178.97	160.93
OTHER INDUSTRIES									
Urban transit	42.1	41.2	41.6	3.54	3.54	3.33	148.97	145.81	138.66
Highway and bridge maintenance	37.3	35.8	37.6	2.61	2.72	2.59	97.31	97.38	97.47
Laundries, cleaners and pressers	37.6	36.9	38.2	1.72	1.71	1.59	64.73	62.99	60.80
Hotels, restaurants and taverns	31.3	31.6	32.1	1.73	1.72	1.59	54.02	54.53	50.94

Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100) Current Dollars	196 Dolla
Average					
1964	41.0	2.02	82.96	111.4	106.
1965	41.0	2.12	86.94	116.8	108.
1966	40.8	2.25	91.65	123.1	110.
1967	40.3	2.40	96.84	130.1	112.
1968†	40.3	2.58	104.00	139.7	116.
Last Pay Period in					
1969—March	40.5	2.74	110.97	149.1	119.
April	40.3	2.75	110.87	148.9	119.
May	40.4	2.77	111.97	150.4	119.
June	40.2	2.78	111.83	150.2	118.
July	39.9	2.77	110.57	148.5	117.
August	40.1	2.78	111.37	149.6	118.
September	40.7	2.82	114.89	154.3	121.
October	40.4	2.84	114.87	154.3	121.
November	40.4	2.88	116.18	156.1	122.
December	37.2	2.92	108.68	146.0	113.
1970—January	39.8	2.92	116.30	156.2	121.
February*	40.0	2.93	117.36	157.6	122.
March†	39.5	2.96	117.09	157.3	121.

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by th Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DB
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	March 1970	February 1970	March 1969	March 1970	February 1970	Marc 196
				$	$	$
Newfoundland	40.9	40.4	40.1	2.58	2.63	2.2
Nova Scotia	40.2	39.3	40.8	2.41	2.42	2.1
New Brunswick	40.0	41.0	40.9	2.50	2.48	2.2
Québec	40.2	40.9	41.4	2.63	2.61	2.4
Ontario	39.5	39.9	40.5	3.12	3.09	2.8
Manitoba	38.8	39.0	39.6	2.64	2.62	2.4
Saskatchewan	39.5	39.1	39.7	3.10	3.08	2.8
Alberta	38.7	39.1	39.9	3.11	3.06	2.7
British Columbia	37.4	37.5	38.2	3.65	3.62	3.4

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid und insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revisio
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500
March	5,546,000	4,951,900	594,100

Table E-4—Benefit Payments, by Province, April 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	105,551	3,574,404
Prince Edward Island	24,253	767,629
Nova Scotia	119,614	2,958,573
New Brunswick	122,315	4,029,440
Québec	738,834	26,333,314
Ontario	726,558	25,441,427
Manitoba	83,453	2,866,923
Saskatchewan	77,813	2,690,164
Alberta	97,735	3,540,604
British Columbia	212,863	7,805,322
Total, Canada, April 1970	2,308,989	81,007,800
Total, Canada, March 1970	2,375,934	84,019,118
Total, Canada, April 1969	1,961,217	61,890,539

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	April 1970			April 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	208,862	158,029	50,833	155,422	120,198	35,224
Newfoundland	6,091	5,000	1,091	5,790	4,745	1,045
Prince Edward Island	1,193	891	302	1,159	1,026	133
Nova Scotia	7,588	6,214	1,374	6,887	5,891	996
New Brunswick	8,801	7,352	1,449	7,248	5,910	1,338
Québec	65,893	48,302	17,591	51,742	40,237	11,505
Ontario	65,074	49,590	15,484	47,661	36,289	11,372
Manitoba	7,273	5,763	1,510	5,679	4,488	1,191
Saskatchewan	6,164	5,092	1,072	4,790	3,923	867
Alberta	12,400	9,907	2,493	7,342	5,840	1,502
British Columbia	28,385	19,918	8,467	17,124	11,849	5,275

*In addition, revised claims received numbered 44,895.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 30, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Tot claimar April 3 19
Canada	690,723	159,094	190,601	236,320	104,708	526,5
Male	488,252	117,247	138,132	174,116	58,757	364,0
Female	202,471	41,847	52,469	62,204	45,951	162,4
NEWFOUNDLAND	27,112	4,723	6,450	13,356	2,583	26,6
Male	23,747	4,277	5,832	11,834	1,804	23,4
Female	3,365	446	618	1,522	779	3,1
PRINCE EDWARD ISLAND	5,019	846	1,061	2,876	236	5,0
Male	3,948	758	788	2,302	100	3,9
Female	1,071	88	273	574	136	1,1
NOVA SCOTIA	29,695	7,685	7,282	11,880	2,848	27,1
Male	23,123	6,157	5,249	9,551	2,166	20,8
Female	6,572	1,528	2,033	2,329	682	6,2
NEW BRUNSWICK	29,255	5,901	7,110	13,258	2,986	27,7
Male	22,008	4,801	5,509	9,909	1,789	20,9
Female	7,247	1,100	1,601	3,349	1,197	6,8
QUÉBEC	221,320	43,839	66,767	74,741	35,973	175,5
Male	163,449	32,457	52,148	57,043	21,801	127,6
Female	57,871	11,382	14,619	17,698	14,172	47,9
ONTARIO	221,052	50,037	56,938	67,721	46,356	149,5
Male	139,481	33,593	37,005	44,209	24,674	88,8
Female	81,571	16,444	19,933	23,512	21,682	60,6
MANITOBA	24,856	7,264	8,358	7,474	1,760	20,3
Male	17,668	5,202	5,928	5,762	776	13,7
Female	7,188	2,062	2,430	1,712	984	6,6
SASKATCHEWAN	22,344	4,588	5,265	10,075	2,416	18,8
Male	17,253	3,597	4,127	8,204	1,325	14,4
Female	5,091	991	1,138	1,871	1,091	4,3
ALBERTA	31,985	11,776	8,793	8,777	2,639	21,0
Male	23,735	9,279	6,619	6,558	1,279	14,5
Female	8,250	2,497	2,174	2,219	1,360	6,4
BRITISH COLUMBIA	78,085	22,435	22,577	26,162	6,911	54,6
Male	53,840	17,126	14,927	18,744	3,043	35,6
Female	24,245	5,309	7,650	7,418	3,868	19,0

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—May	124.9	125.1	124.2	123.8	120.4	134.2	127.4	125.8
June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.7	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
				(1949 = 100)				
May	167.4*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—May, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	May 70	Apr. 70	May 69							
						(1961 — 100)				
St. John's, Nfld.	121.8	122.4	119.0	122.5	115.2	128.5	115.9	132.9	112.6	114.2
Halifax	125.2	124.5	119.3	132.6	117.9	124.9	118.7	142.0	129.8	127.8
Saint John	123.6	123.5	119.5	130.3	115.3	128.0	120.2	134.6	129.8	126.1
Montreal	124.4	124.7	121.4	127.5	116.2	123.8	125.4	131.9	139.3	128.4
Ottawa	127.4	127.6	122.7	131.8	118.5	128.6	125.8	142.8	136.8	132.2
Toronto	127.5	127.5	123.3	128.9	120.9	130.7	131.1	140.6	127.1	130.3
Winnipeg	127.3	127.1	122.2	133.7	115.2	133.1	128.5	145.6	130.6	128.8
Saskatoon-Regina	122.2	122.1	118.9	128.8	114.6	128.0	117.2	127.3	129.5	122.1
Edmonton-Calgary	124.7	124.7	120.8	127.7	118.6	125.8	121.3	143.3	132.4	124.2
Vancouver	123.4	123.1	118.5	130.0	117.5	126.9	122.4	134.1	119.5	113.5

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers report on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppag Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Ye			
		Strikes and Lockouts	Workers Involved	Duration in Man-Day Man-Days	Per cent Estimate Workir Tin
1965	478	501	171,870	2,349,870	0.1
1966	582	617	411,459	5,178,170	0.3
1967	498	522	252,018	3,974,760	0.2
1968	559	582	223,562	5,082,730	0.3
1969	566	595	306,799	8,057,060	0.4
*1969—June	58	133	61,407	911,680	0.6
July	33	113	70,723	1,058,150	0.6
August	44	117	74,686	1,178,780	0.8
September	29	96	61,497	1,126,750	0.8
October	37	112	73,930	1,112,570	0.7
November	33	90	49,404	402,010	0.3
December	19	67	11,719	138,290	0.1
*1970—January	17	57	8,428	102,840	0.0
February	34	70	13,551	120,990	0.0
March	31	68	16,619	166,060	0.1
April	52	97	50,469	633,900	0.4
May	54	101	88,938	1,263,830	0.9
June	23	94	72,736	1,112,920	0.7

*Preliminary.

Table G-2—Strikes and Lockouts, by Industry, June 1970, (Preliminary)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	3,500	14,000
Manufacturing	10	51	13,403	183,390
Construction	6	16	39,437	730,280
Transportation and utilities	—	5	11,252	91,440
Trade	2	9	658	7,630
Finance	—	—	—	—
Service	3	8	3,782	71,210
Public administration	1	4	704	14,970
ALL INDUSTRIES	23	94	72,736	1,112,920

Table G-3—Strikes and Lockouts, by Jurisdiction June 1970, (Preliminary)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man Day
Newfoundland	—	—	—	
Prince Edward Island	—	—	—	
Nova Scotia	1	2	3,067	17,77
New Brunswick	—	2	178	3,57
Quebec	4	22	5,813	95,66
Ontario	14	45	14,477	145,16
Manitoba	1	1	100	1,10
Saskatchewan	—	2	920	20,24
Alberta	—	1	125	2,75
British Columbia	2	15	33,811	724,20
Federal	1	4	14,245	102,47
ALL JURISDICTIONS	23	94	72,736	1,112,92

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Mines						
MINERAL FUELS						
*Cape Breton Development Corporation (Coal Division) Glace Bay and New Waterford, N.S.	Mine Workers various locals (Ind.)	3,500	14,000	14,000	June 25 —	In support of the "Canso Fishermen" presently on strike—
Manufacturing						
FOOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	18,380	Apr. 3 —	Union recognition—
H. J. Heinz Co. of Canada, Leamington, Ont.	Food Workers Loc. 459 (AFL-CIO/CLC)	1,062	23,360	30,790	May 21 —	Wages, cost of living allowances, working conditions—
Dare Foods Limited, Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	355	4,620	4,620	June 1 June 18	Wages, fringe benefits—20¢ per hr. increase retroactive to Jan. 1, 1970, 10¢ as of date of ratification, 29¢ per hr. for males, 25¢ for females, Jan. 1, 1971; other improved benefits.
TOBACCO PRODUCTS						
Simon Cigars Co. Ltd., St-Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	320	6,560	6,560	June 2 —	Wages, hours, fringe benefits—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,970	11,620	Feb. 27 —	Delay in sigining new agreement —
Acton Rubber Ltd., Acton Vale, Qué.	Rubber Workers Loc. 480 (AFL-CIO/CLC)	476	10,470	19,990	May 1 —	Wages, fringe benefits—
TEXTILES						
Campbellford Cloth Co., Campbellford, Ont.	Textile Workers' Union Loc. 743 (AFL-CIO/CLC)	155	—	6,970	Mar. 26 June 1	Wages—Hourly rate increase 20¢ to 55¢ over 2 years; welfare plan on 50-50 basis.
CLOTHING						
Chateau Lingerie, Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,390	8,470	Apr. 14 —	Wages hours, working conditions —
WOOD						
Weldwood, Vancouver, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	500	11,000	19,500	May 6 —	Not reported—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
La Compagnie Price Ltée, Price, Cté Matane, Qué.	Building and Woodworkers' Federation (CNTU)	266	1,060	1,060	June 25 —	Wages, hours, fringe benefits—
FURNITURE AND FIXTURES						
Sunar Industries Limited, Waterloo, Ont.	Steelworkers Locs. 7657 and 3292, (AFL-CIO/CLC)	503	1,370	2,590	May 25 June 11	Wages, union security in a first agreement—7% wage increase for first nine mos., 3% for remainder of contract, other improvements.
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	4,860	17,190	Mar. 10 —	Breakdown in contract negotiations—
B.C. Forest Products, Crofton, B.C.	Pulp and Paper Workers (Ind.) and Pulp and Paper Mill Workers (AFL-CIO/CLC)	790	7,900	10,270	May 27 June 15	Respecting picket lines of Merchant Service Guild—Return of workers.
Spruce Falls Power and Paper Co. Ltd., Kapuskasing, Ont.	Pulp and Paper Mill Workers Loc. 89 (AFL-CIO/CLC)	1,700	3,400	4,250	May 29 June 3	In sympathy with 25 workers who were suspended—Return of workers.
METAL FABRICATING						
Anthes Eastern Ltd., Toronto, Ont.	Auto Workers, Loc. 124 (CLC)	269	2,960	12,380	Apr. 10 June 16	Wages—Wage increase.
R. Foisy Limitée, Montreal, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	106	2,330	2,330	June 1 —	Wages, fringe benefits—
Canron Limited, Lacine, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	800	4,000	4,000	June 5 June 12	Wages, fringe benefits—Return of workers pending further negotiations.
MACHINERY						
James Howden & Parsons of Canada Ltd., Scarborough, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	275	2,750	9,630	Apr. 24 June 15	Wages—Not reported.
TRANSPORTATION EQUIPMENT						
Motor Wheel Industries, Chatham, Ont.	Auto Workers Loc. 127 (CLC)	285	6,270	7,130	May 27 —	Demand condition for union business—
Allen Industries Limited, Hamilton, Ont.	Auto Workers Loc. 525 (CLC)	461	920	920	June 9 June 11	Alleged personal grievances—Return of workers, pending review of grievances.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
ELECTRICAL PRODUCTS						
Smith & Stone Ltd., Georgetown, Ont.	Auto Workers Loc. 1421 (CLC)	360	720	22,320	Mar. 5 June 3	Wages, other benefits—Wage increases, other improved benefits.
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	8,250	21,000	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement —
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	2,860	5,980	Apr. 27 —	Wages, other benefits—
RCA Ltd., Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	450	9,900	19,350	Apr. 30 —	Wages, fringe benefits—
Triangle Conduit & Cable Canada (1968) Ltd., Scarborough, Ont.	Steelworkers Loc. 7276 (AFL-CIO/CLC)	171	170	3,420	May 4 June 2	Wages, improved fringe benefits —55¢ to 60¢ average wage increase across the board on a 2-yr. contract; 1 additional statutory holiday, 4 weeks vacation after 20 years, other benefits.
Federal Pacific Electric of Canada, Richmond, B.C.	I.U.E. Loc. 552 (AFL-CIO/CLC)	125	2,750	4,380	May 12 —	Wages—
O. & W. Electronics Ltd., Scarborough, Ont.	I.U.E. Loc. 514 (AFL-CIO/CLC)	102	1,730	1,730	June 8 —	Wages, fringe benefits—
Standard Coil Products Limited, Toronto, Ont.	U.E. Loc. 512 (Ind.)	131	1,510	1,510	June 15 —	Wages, fringe benefits—
NON-METALLIC MINERAL PRODUCTS						
Deeks-Lafarge Ltd., Ocean Cement Ltd., Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	650	14,300	38,600	Apr. 3 —	Wages, fringe benefits—
Maple Leaf Ceramics Industries, Montreal, Qué.	Glass and Ceramic Workers Loc. 240 (AFL-CIO/CLC)	102	1,220	5,200	Apr. 6 June 17	Wages, fringe benefits—Return of workers, settlement terms not reported.
MISCELLANEOUS MANUFACTURING						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC) and Plumbers Loc. 46 (AFL-CIO/CLC)	846	18,370	56,100	Mar. 20 —	Wages—
Cooper of Canada Limited, Toronto, Ont.	Potters Loc. 366 (AFL-CIO/CLC)	204	2,240	2,240	June 16 —	Wages in new contract—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Construction						
Canadian Plumbing and Mechanical Contractors Association, Various locations, Saskatchewan.	Plumbers various locals (AFL-CIO/CLC)	700	15,400	42,700	Apr. 6 —	Wages, other benefits—
Construction Labour Relations Assn., Province-wide, British Columbia.	Various unions	30,000	660,000	1,650,000	Apr. 14 —	Wages—
Electrical Contractors Assoc. of Saskatchewan, Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	4,840	11,880	Apr. 15 —	Wages, hours—
Various elevator contractors, Montreal, Qué.	Elevator Constructors (AFL-CIO/CLC)	540	2,160	12,960	May 1 June 5	Wages, job security—Return of workers.
Construction Labour Relations Assn., Vancouver-New Westminster area, B.C.	Glass and Ceramic Workers Loc. 1527 (AFL-CIO/CLC)	163	3,590	6,360	May 6 —	Wages—
Kingston Builders Exchange, Kingston and area, Ont.	Carpenters Loc. 249 and Bricklayers Loc. 10 (AFL-CIO/CLC)	291	6,400	10,190	May 11 —	Wages, fringe benefits—
Various construction firms, Belleville area, Ont.	Various unions	227	4,990	7,940	May 12 —	Wages, fringe benefits—
Various construction contractors, Calgary and Banff, Alta.	Glass and Ceramic Workers Loc. 1725 (AFL-CIO/CLC)	125	2,750	3,380	May 25 —	Wages—
Ontario Hydro, Lower Notch, Cobalt, Ont.	Labourers (AFL-CIO/CLC)	500	5,000	6,000	May 28 June 15	Not reported—Return of workers pending further negotiations.
Hamilton Construction Association, Hamilton area, Ont.	Bricklayers Loc. 1 (AFL-CIO/CLC)	200	3,200	3,200	June 1 June 23	Breakdown in negotiations for a new contract—$1.30 an hr. increase over a 1-yr. contract; other benefits.
Consolidated Plant Maintenance, Metro Toronto, Ont.	Plumbers Locs. 46 & 47 (AFL-CIO/CLC)	3,430	3,860	3,860	June 5 —	Wages—
Various construction contractors, Various locations, Nova Scotia.	Carpenters Various locals (AFL-CIO/CLC)	2,500	12,500	12,500	June 24 —	In support of the "Canso Fishermen" presently on strike—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Various construction contractors, Guelph, Kitchener, Galt and Brantford, Ont.	Carpenters various locals (AFL-CIO/CLC)	320	1,280	1,280	June 25 —	Wages, other matters—
Transportation and Utilities						
TRANSPORTATION						
*B.C. Towboat Owners' Association, Various ports, British Columbia.	Merchant Service Guild (CLC)	1,200	12,000	36,000	May 3 June 15	Safety standards, accommodation, manning—10% wage increase eff. Oct. 1, 1969, 10% June 13, 1971, 6% Dec. 1, 1971; other improvements.
Toronto Transit Commission, Toronto, Ont.	Public Employees Loc. 2 (CLC)	125	2,750	3,130	May 28 —	Wages—
COMMUNICATION						
*Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	9,300	70,100	74,440	May 26 —	Wages, job security, other benefits—
POWER, GAS AND WATER						
Nova Scotia Light & Power Co. Ltd., Various locations, Nova Scotia.	I.B.E.W. Loc. 1928 (AFL-CIO/CLC)	567	5,270	20,470	Apr. 24 June 14	Wages—45¢ per hr. increase first year, 25¢ second year, $200 cash in lieu of retroactive pay.
Trade						
National Grocers Co. Ltd., Various centres, Ontario.	Teamsters various locals (IND.)	353	2,780	2,780	June 8 June 23	Wages, length of contract— $1.20 per hr. increase over 30 month contract; 4 weeks vacation after 14 years in 1970, 4 weeks vacation after 13 years in 1972; other improved benefits.
Four glass wholesalers, Winnipeg area, Man.	Painters Loc. 1554 (AFL-CIO/CLC)	100	1,100	1,100	June 16 —	Wages—
Service						
EDUCATION						
London Public Library and Art Museum, London, Ont.	Public Employees Loc. 217 (CLC)	140	1,400	1,400	June 6 June 22	Failure to reach an agreement on terms for new contract—7% wage increase retroactive to Apr. 30, 1969, 6% eff. immediately, other benefits.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, June 1970, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
HEALTH AND WELFARE						
Several hospitals (private) (54 hospitals) Province-wide, Québec.	Service Employees' Federation (CNTU)	2,300	49,290	51,590	May 31 —	Wages in a new contract—
PERSONAL SERVICES						
British Columbia Hotels Association, Various locations, British Columbia.	Hotel Employees Locs. 28 and 835 (AFL-CIO/CLC)	1,180	17,260	17,260	June 8 —	Wages—
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,200	11,700	Jan. 15 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
City of Moncton, Moncton, N.B.	Public Employees Loc. 51 (CLC)	160	3,520	4,640	May 21 —	To hold a study session—
Ville de Laval, Ville de Laval, Qué.	Public Service Employees' Federation (CNTU)	357	7,850	8,210	May 29 —	Wages—
City of Penticton, Penticton, B.C.	Public Employees Loc. 608 (AFL-CIO/CLC)	170	3,230	3,230	June 4 —	Wages—

*Federal Jurisdiction

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